



Burnout Prevention & Wellness

Presented by Bonita Eby



**Why did you
become a pastor?**



SERVICES MOVED ONLINE



ISOLATION



UNCERTAINTY

COVID
changed
everything

My Story

Burnout Prevention Strategist



Pastor



Registered Massage Therapist



Coach



Leadership Development



Burnout Prevention & Wellness

A photograph of a woman with long, dark, wavy hair, wearing a dark top and jeans, kneeling in a grassy field. She is smiling and looking at a brown horse. Her hand is near the horse's nose. A teal square with the text 'BONITA EBY' is overlaid on the image.

BONITA
EBY



BREAK THROUGH

PERSONAL & PROFESSIONAL DEVELOPMENT

Burnout
can become
a thing of
the past
in one
generation



Wellness
Innovation



INTRODUCTION

Our Talk Today

Stress & Burnout – Causes & Signs

Small Group Discussions

Coping and Reversal Strategies

Small Group Discussions

Q&A

Provincial Breakout Rooms

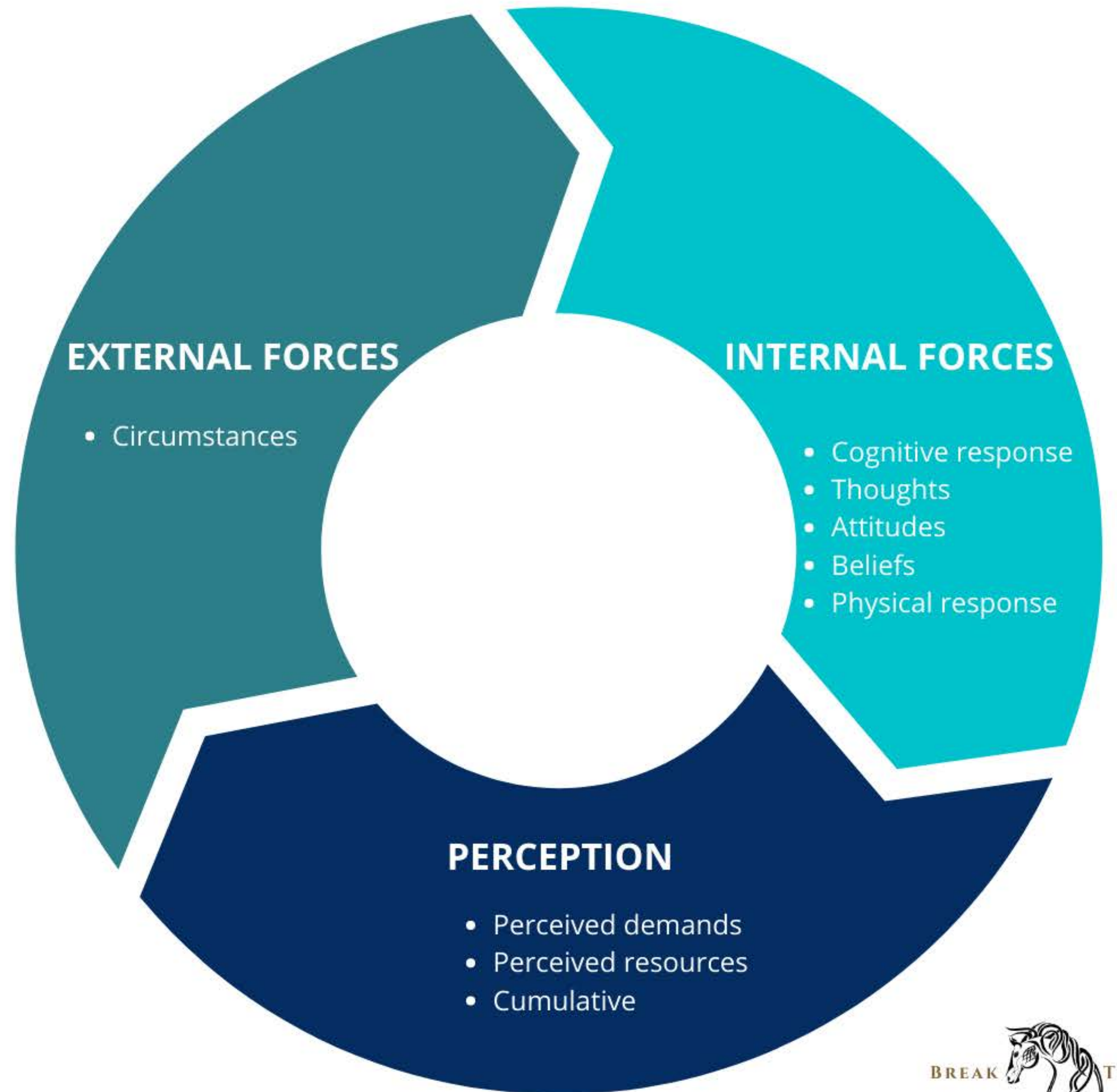
MYTHOLOGY & MISCONCEPTIONS

- BURNOUT & DEPRESSION ARE THE SAME THING
- BURNOUT EQUALS FAILURE
- BURNOUT IS AN INDIVIDUAL PROBLEM

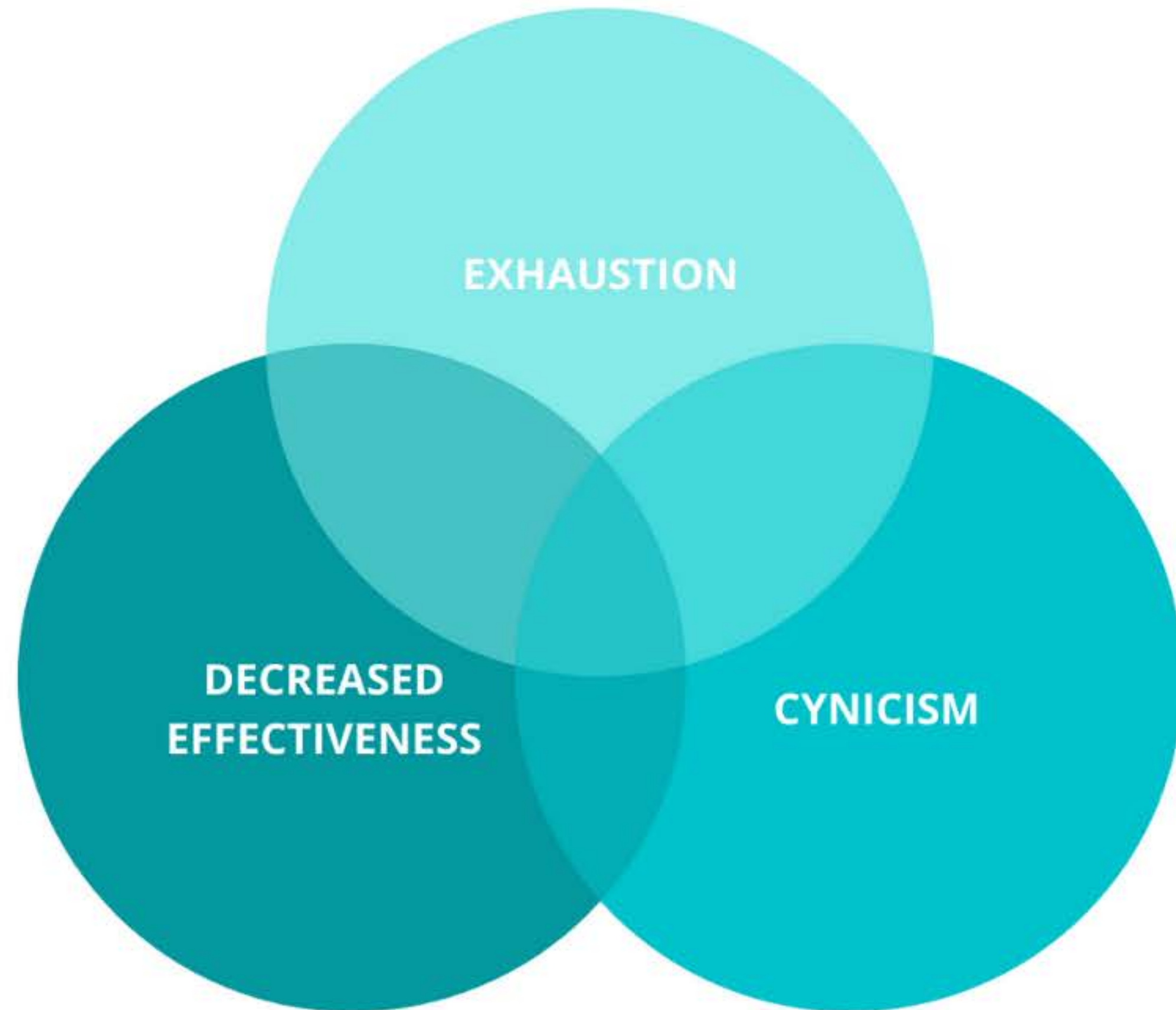
What is Stress?

A combination of:

- External Forces
- Internal Forces
- Perception



What Is Burnout?



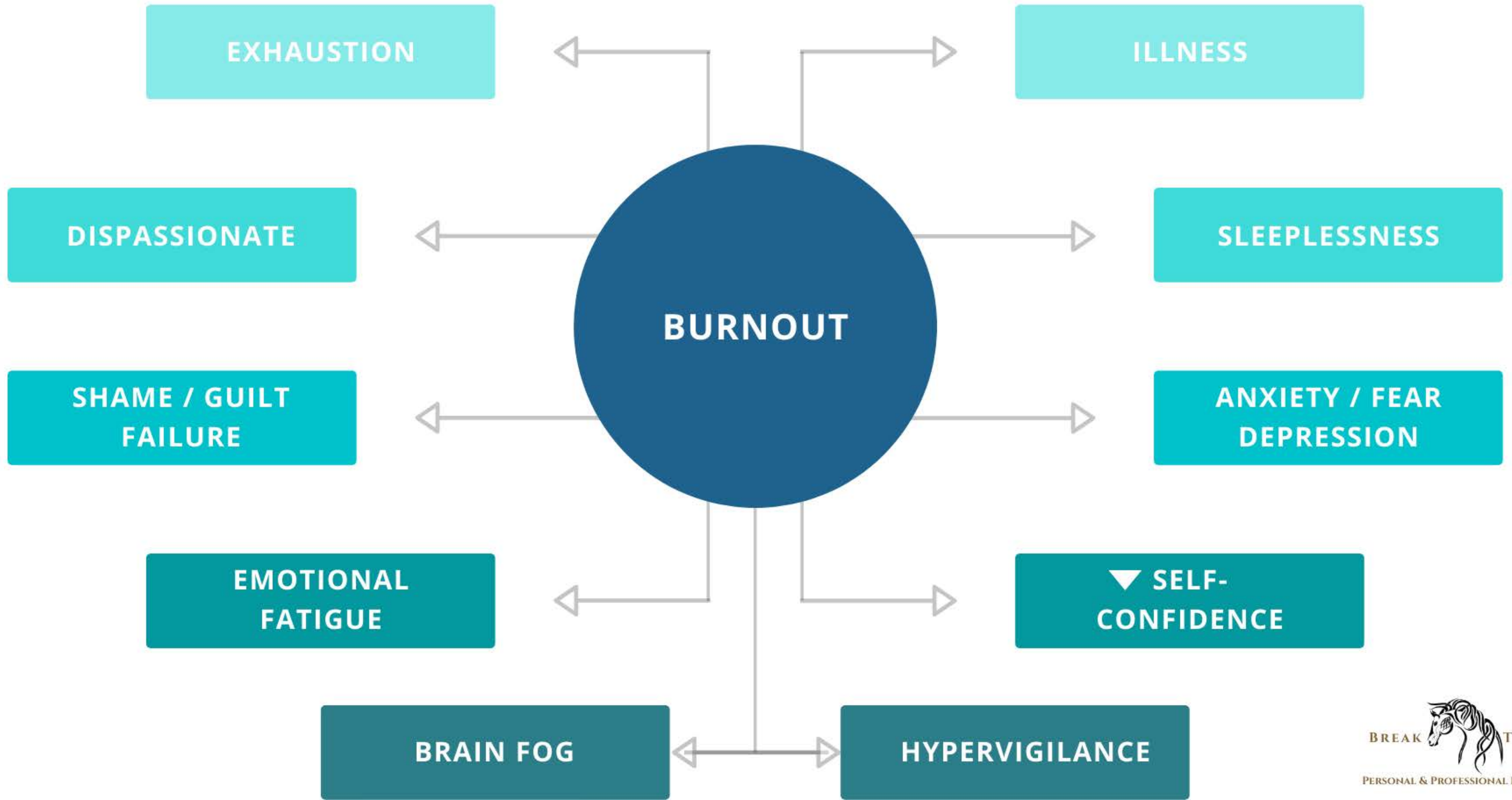
World Health Organization

Burnout is a result of **chronic workplace stress** that has not been **successfully managed**

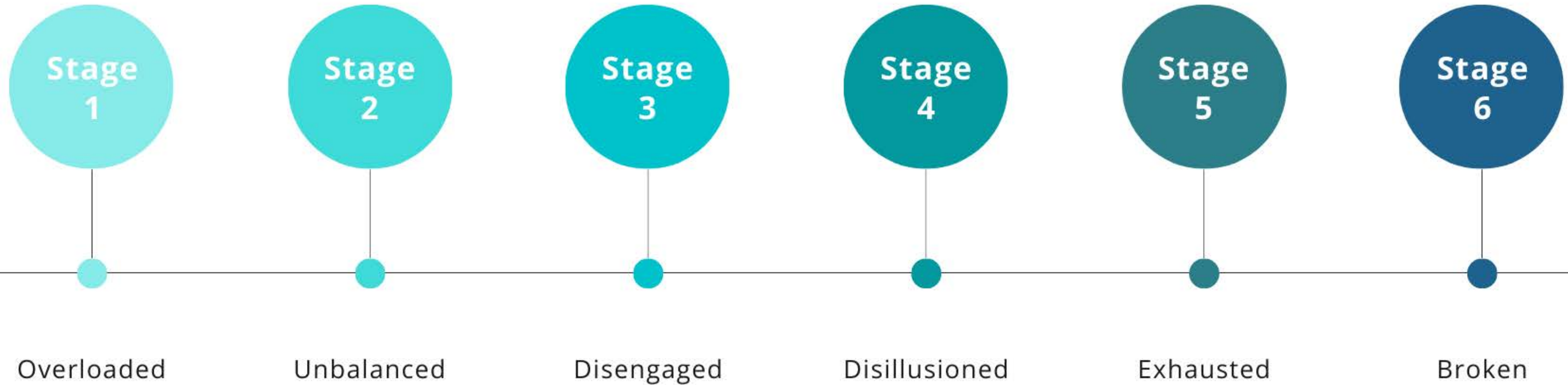


6 Factors Affect Burnout In The Workplace

10 Symptoms of Burnout



6 Stages of Burnout



Stage 1: Overloaded

SIGNS

- Decreased Energy
- Decreased Concentration

- Busy Mind
- Feel Overloaded

- Reduced Self-care
- Reduced Relational Time

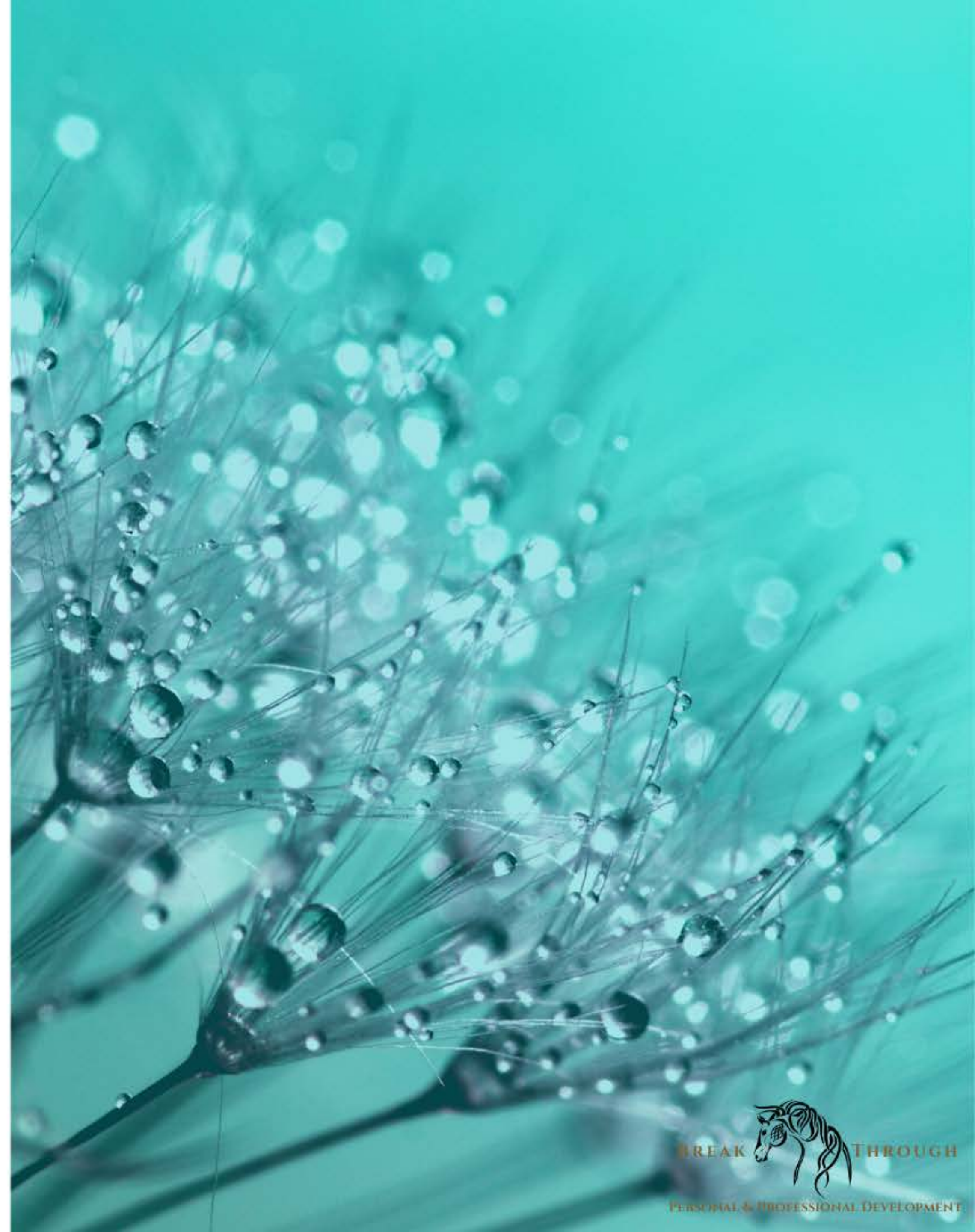
Stage 2: Unbalanced

SIGNS

- Decreased Productivity
- Decreased Morale
- Decreased Motivation

- Creativity Wanes
- Feel Unbalanced

- Focus on Health Fades
- Relational Tension



Stage 3: Disengaged

SIGNS

- Decreased Engagement
- Decreased Problem Solving

- Feel Negative
- Feel Pressure To Do It All

- Feel Tired Often
- Health Issues Arise
- Sick Days

- Relational Disharmony
- Question Sense of Purpose



Stage 4: Disillusioned

SIGNS

- Decreased Productivity
- Decreased Morale
- Increased Conflict

- Feelings of Anger or Confusion
- Feel Unbalanced

- Tired Most of the Time
- Repeated Illnesses
- Increased Sick Days
- Relationships Suffer



Stage 5: Exhausted

SIGNS

- Decreased Ability to Handle Work
- Decreased Executive Thinking

- Feel Cynical
- Feelings of Failure
- Feel Others Don't Care

- Exhaustion
- Recurring Health Issues
- Leaves of Absence

- Relational Conflict
- Can't See a Way Out

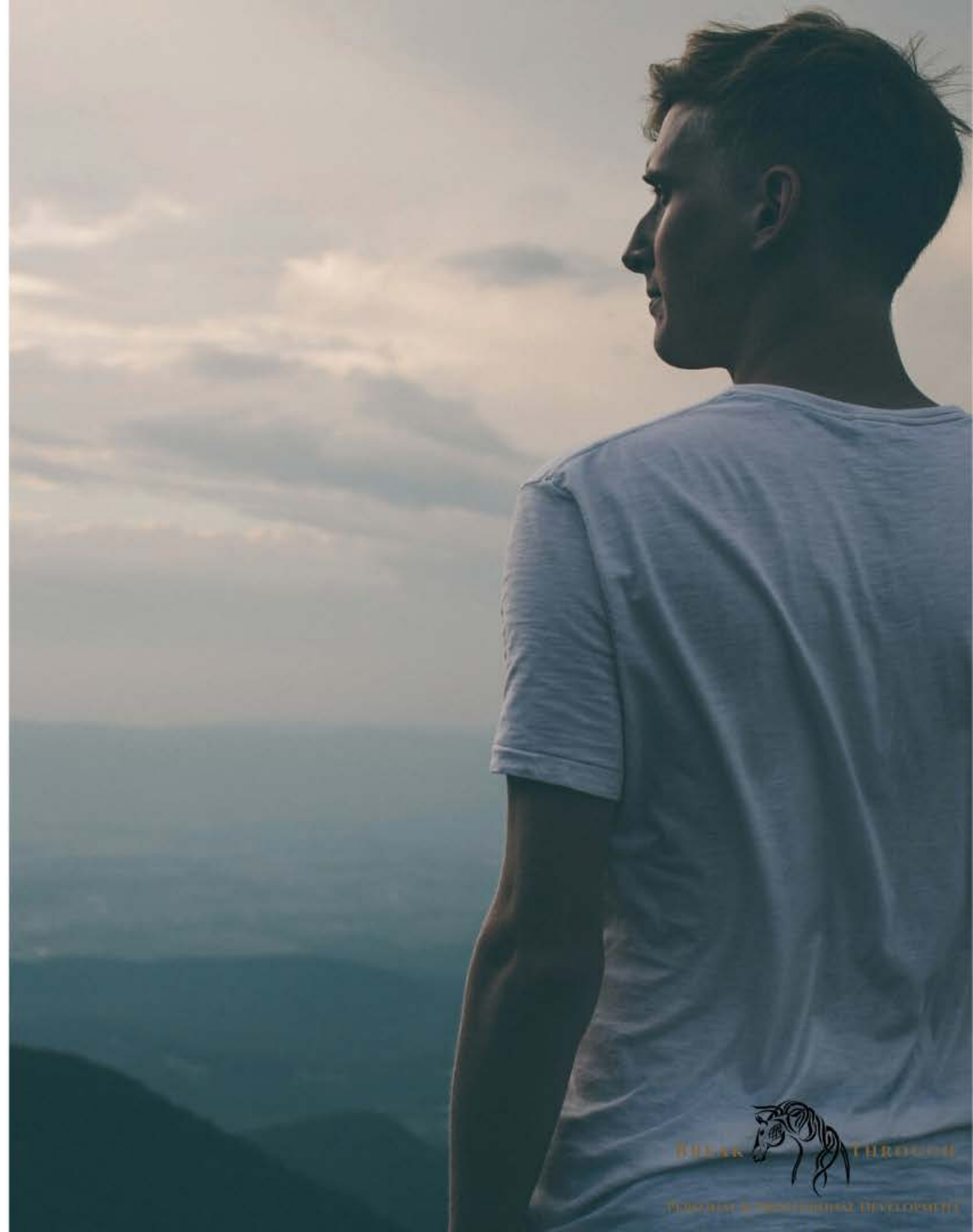
Stage 6: Broken

SIGNS

- Performance Failure
- Decreased Passion
- Relational Disconnection

- Feel Cynical or Lost
- Feel Violated
- Focus on Survival

- Exhaustion
- Persistent Illnesses
- Resignation



Burnout Affects All Areas Of Life

Physical Health



- Exhaustion
- < Immunity
- < Sleep
- < Health

Mental Health



- Anxiety
- Depression
- Brain Fog
- Hypervigilance

Emotional Health



- < Confidence
- < Self-worth
- Emotional Fatigue
- Shame / Guilt

Spiritual Health



- Desert
- Disillusionment
- Sense of Failure
- Question Faith

Financial Health



- \$ Stress
- Sick Day
- Sick Leave
- Resignation

Relational Health



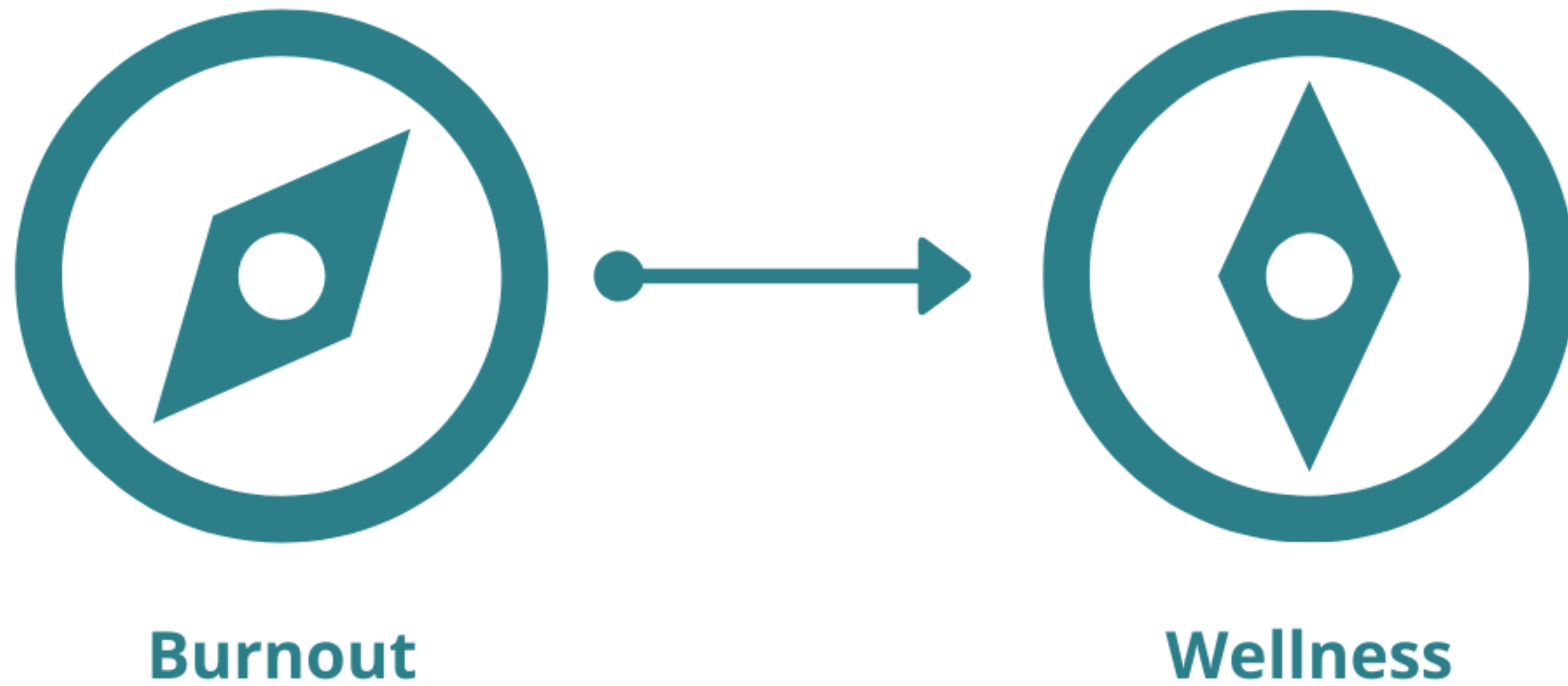
- Tension
- < Capacity
- < Social Life
- < Trust

Professional Health



- < Performance
- < Focus
- < Engagement
- < Vision

Course Correction



The place you are right now
is the PIVOT POINT
for a better future.

Breakout Session 1

1. What part of the presentation has impacted you the most? Why?
2. In what area/s do you most need a course correction?
eg. physical - mental - emotional - spiritual - relational - financial - professional
3. What would it look like for you to thrive?
How would that impact your personal & professional life?
4. What would it take for you to have a breakthrough and thrive?



Wellness Strategies

Coping - Prevention - Reversal

7 Spheres of Wellness

What Churches Can Do

What Individuals Can Do

Next Steps

Small Group Discussions

Q&A



7 Spheres of Wellness



3 TIPS For SPIRITUAL HEALTH

Identity In Christ

CONTEMPLATE

- Who are you?
- What do you do?
- Who do you serve?
- Who do you help?
- Why do you do it?
- What gives you significance?





SPEND QUALITY TIME WITH GOD

Deepen your love relationship



LISTEN TO THE HOLY SPIRIT

Yield to His sovereignty.



FOSTER SAFE & GODLY RELATIONSHIPS

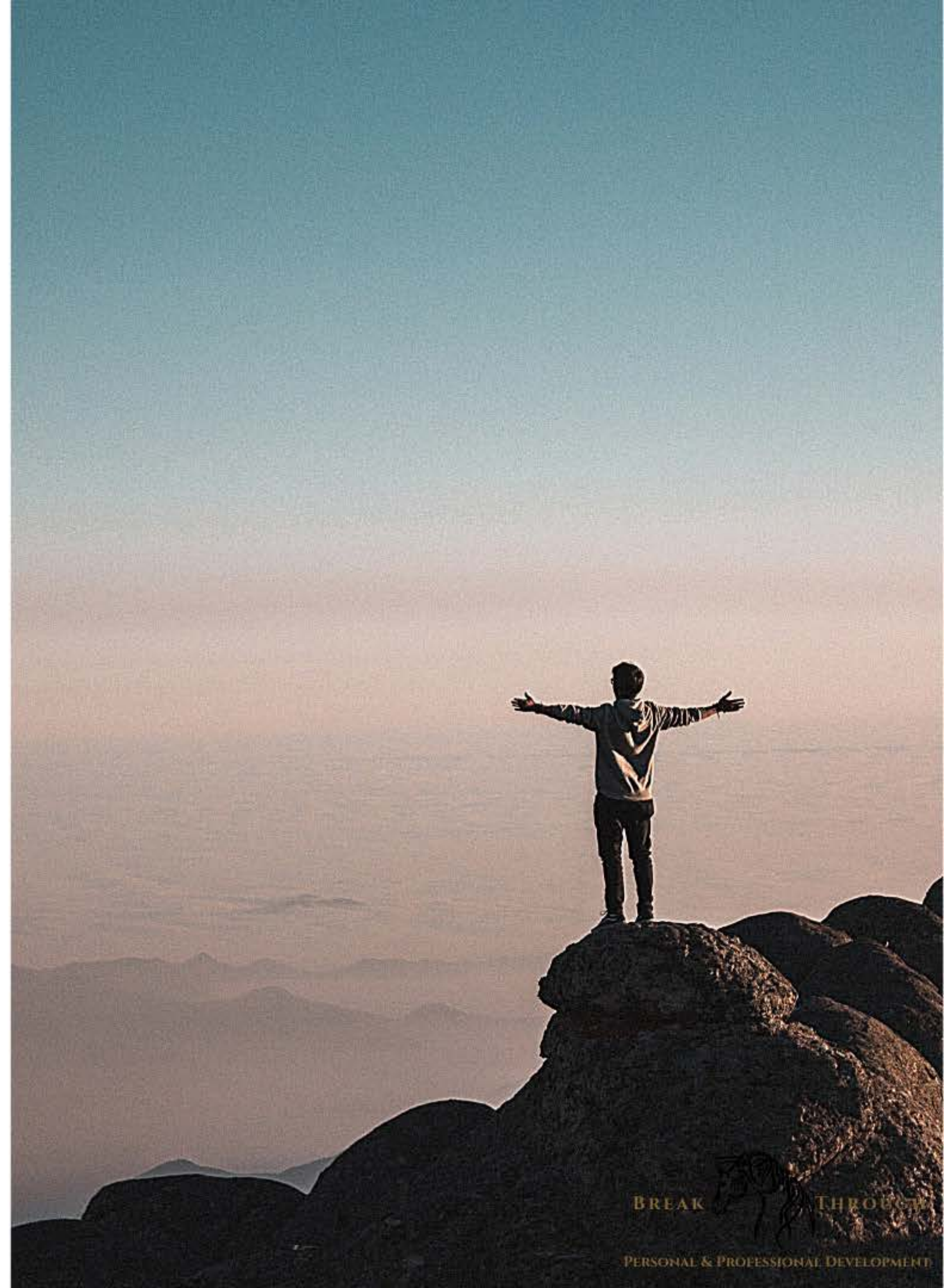
Iron sharpens iron.

Depend upon God



Worthiness

- ◆ Find Scriptures that speak to your worth in Christ.
- ◆ Hold God's promises for today, the future, and for eternity.
- ◆ Write key words on sticky notes for daily reminders.

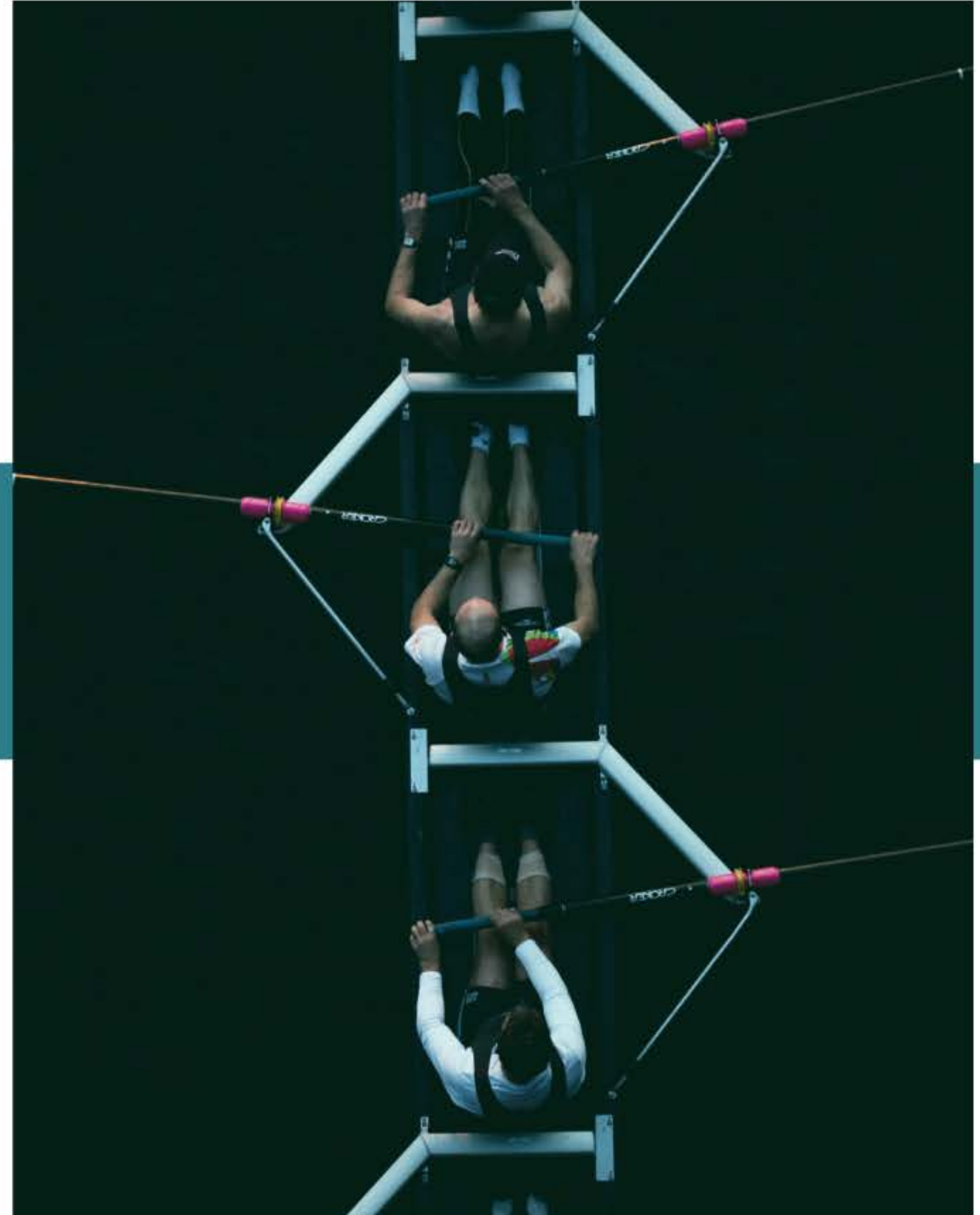





Professional Health

What Churches Can Do

- ◆ Resources
- ◆ Training For Overseers
- ◆ Critical Conversations
- ◆ Time Off
- ◆ Benefits For Pastors & Family





What Individuals Can Do

SUPPORTIVE GROUP

- Safe place
- Accountability

KNOW YOUR LIMITS

- Set realistic goals
- Honesty with overseers
- Refer to other professionals
- Boundaries around non-work time

SELF-CARE

- Coaching and counselling for self and family
- Schedule daily, weekly, monthly, annual time off
- Sabbath
- Rootedness in Christ

Next Steps



Free Resources



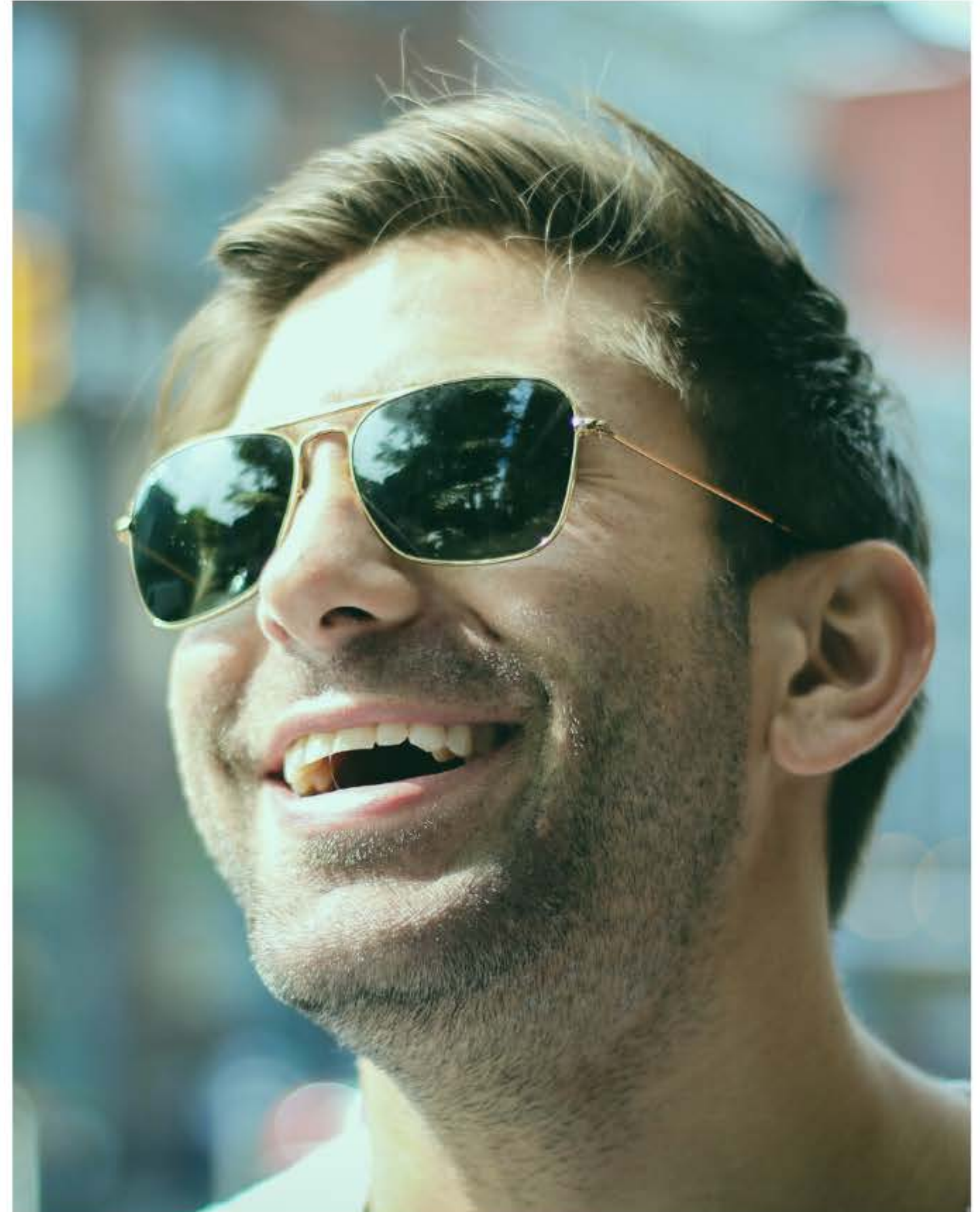
www.break-through.ca/blog



Coaching - Executive & Small
Group



Church / Organization Supports





Wellness
Innovation



PERSONAL & PROFESSIONAL DEVELOPMENT

www.break-through.ca

www.break-through.ca/blog

bonita@break-through.ca





YOU ARE:

- Called
- A Child of God
- A Partner with the King
- Empowered by the Holy Spirit

“

With the right
personal & professional development
burnout
can become a thing of the past.

”

Breakout Session 2

1. What one change would make the most significant impact on your well-being?
2. What one change will you implement in your:
Daily rhythm, weekly rhythm, and monthly rhythm?
3. What could stop you from making the changes you identified?
What will help you overcome these obstacles?
4. What support do you need to prevent burnout and truly thrive?
Who will you talk to about this?