

How to Burnout

A guide on how to burnout in 2024



“Sometimes you need to scorch everything to the ground and start over. After the burning, the soil is richer, and new things can grow. People are like that too”

– *Celeste Ng*

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So look on the bright side, there is a benefit to burning out.

But I don't know if any of my clients would wish it on someone else.

But...

If you or your organisation are playing with fire and burnout is one of your New Year's resolutions, then this is for you.

High achievers and perfectionists, this stuff will also totally light you fire.



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Let's go!

So where to start if you want to make 2024 the year of the burn?

Burnout has a couple of elements. A worker that is flammable and a work environment that can set you alight.

You have to have both of these elements.

Let's start with the worker first.



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How to be Flammable

Here are the top 4 things you can do to achieve burnout in 2024. Here is how to be flammable.

1. Don't take care of yourself.
2. Have the wrong goals
3. Establish some really good bad work habits.
4. Say yes to stress.

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Don't take care of yourself -

This is a super easy one & a fantastic place to ignite the journey.

1. Sleep less than 7 hours a night.
2. Don't exercise.
3. Eat unhealthy food.
4. Drink alcohol.
5. Cut off all your social relationships.
6. Get rid of your hobbies
7. Ignore all warning signs.
8. Don't have any fun.
9. Absolutely no laughter.

Pick three of your favs and focus on these.

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Have the wrong goals -

This is about the race you are running and the prize you are chasing. In a nutshell, its about your purpose in life.

Here are some goals to shoot for.

- Work 55+ hours a week.
- Be on tap with emails 24/7
- Work then family then you.
- Don't stop until you have enough money.
- Do and be everything to your clients/customers or whoever you serve.
- Do everything for everyone else.
- Be the best and hardest worker than anyone else.

Work like your parents told you they did, back in the day.

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Establish good Bad habits-

We are talking about work habits here.

1. Check your emails as soon as you wake
2. Say yes to everyone.
3. Do everything.
4. Go to every meeting.
5. Have no work life boundaries.
6. Don't take breaks.
7. Work long hours.
8. Don't take holidays.
9. Never switch off.
10. Be tied to your phone, watch and laptop.

Don't show weakness!

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Say yes to stress-

Challenges are a part of life and work. Fact. So make sure you.

1. Ignore your stress levels.
2. Don't understand your triggers.
3. When you get really stressed, just try a little harder, you got this.
4. Don't learn what strategies work for you in reducing your stress.
5. Never meditate.
6. Absolutely don't ask for help.

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Your work environment

Remember burnout is not all on you, you have to have the right work environment to spark burnout.

This is a critical element.



Now what is the ideal work environment that you can work within to achieve burnout in 2024?

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The environment that will light your fire-

It's all about getting the right match. Here is what you look out for:

1. Workload – too much or too little.
2. Values – make sure they don't align.
3. Fairness – hunger games not equality.
4. Control – make sure you have none.
5. Community – Its important that you don't feel included.
6. Rewards – make sure you are not rewarded financially or in other ways.

Workload

You want to feel:

Really overwhelmed.

A sense of helplessness.

Declining confidence.

Don't want to let people down.

That you have to give 100%

Just constantly miserable really.

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Values

You want to feel:

Like your values are being challenged.

Pressure to do things that clash with what you feel is right.

Constantly torn.

Confused.

Guilt.

Violated.

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Fairness

You want to feel:

Not respected.

Left out.

Not appreciated.

Hopeless.

Angry.

Unmotivated.

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Control

You want to feel:

Like you have no control over everything,
including:

what you do,
who you do it with,
how you do it,
when you do it and
where you do it.

Trapped.

Stuck.

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Community

You want to feel:

Alone.

No psychological safety.

No friendships.

No sense of belonging.

Isolated.

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Rewards

You want to feel:

Undervalued.

Used.

Low confidence.

Low self efficacy - so you don't believe in your own abilities anymore.

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So if you want to scorch yourself to the ground

These are all the things you need to be on the lookout for.

Burning out is a good option if you want to crash and burn and start again - If that is your goal this year.

It can be a really great New Year's Resolution.

It does hurt though.

A lot.

There will be scars.

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There is a less painful way

**You don't have to burn to have a different
worklife.**

You are entitled to a life.

What is the race you are running?

What is the prize you want?

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**You can work....
and have peace.**



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