

THE WORKPLACE CURRICULUM INSTITUTE

Sustainable Performance™

Preventing Burnout at Work

Including the CLEAR Sustainable Performance Model™

Three-Session Program | All Professional Levels | Corporate Learning Edition

**SAMPLE EXTRACT — For evaluation purposes only — Full materials available to
Licensed WCI Facilitators**

What you're looking at

This document gives you a direct look inside Sustainable Performance™: Preventing Burnout at Work — one of eleven professionally developed workplace wellness programs included in the WCI Licensed Facilitator Program. It contains the program overview, the full CLEAR Sustainable Performance Model™, the five proprietary tools, the organizational impact model, and a complete sample exercise drawn from the Participant Workbook.

Full program guides, participant workbooks, and slide decks are available to licensed WCI Facilitators only.

PROGRAM OVERVIEW

Sustainable Performance™: Preventing Burnout at Work is a three-session professional development program that equips professionals with the awareness, frameworks, and practical tools to maintain high performance over the long term — without depleting the physical, cognitive, and emotional resources required to sustain it.

The program addresses one of the most pressing and most underserved challenges in modern professional environments: the normalization of overwork, chronic depletion, and the gradual erosion of performance capacity. It does so through the language of performance, productivity, and professional sustainability — not through a clinical or therapeutic lens.

The core principle: sustainable performance is not a lower standard of performance. It is the conditions under which the highest standards can be maintained over time.

FORMAT 3 Sessions × 2 Hours	GROUP SIZE 8–20 Participants	AUDIENCE All Professional Levels
SESSION 1	SESSION 2	SESSION 3
AWARENESS	STRATEGY	EMBEDDING
<i>Recognise Burnout and Your Patterns</i>	<i>The CLEAR Model in Practice</i>	<i>Sustaining Change and Leading Sustainably</i>
• Sustainability Diagnostic (Tool 1) • Patterns Profile (Tool 2)	• CLEAR Weekly Check-In (Tool 3) • Recovery Audit (Tool 4)	• Sustainable Performance Plan (Tool 5)

THE ORGANIZATIONAL CASE FOR THIS PROGRAM

Performance depletion is not solely a personal experience. It is an organizational risk with measurable consequences. When professionals burn out, the impact is visible across the metrics that leadership teams care about most.

Challenge Area	How Depletion Manifests Organizationally
Decision Quality	Depleted professionals make more reactive, less strategic decisions — reducing the quality of precisely the work organizations depend on most.
Engagement & Retention	Performance depletion is a primary driver of disengagement and voluntary turnover. The cost of replacing an experienced professional significantly exceeds the cost of a preventive program.
Leadership Effectiveness	Depleted leaders are less able to support, develop, and retain their teams — amplifying risk downstream across entire departments.
Creativity & Innovation	Sustained cognitive overload erodes the mental space required for strategic thinking, innovation, and adaptive problem-solving.
Absence & Presenteeism	Unaddressed performance depletion manifests as both absenteeism and presenteeism — employees present but operating significantly below capacity.

The distinction that changes everything

Stress and burnout are not the same thing — and the responses are different. Stress is over-engagement and urgency. Burnout is depletion and disengagement. Most organizations respond to both with the same tool: more pressure. Sustainable Performance™ gives professionals and their managers a precise language for what is actually happening — and what to do about it.

THE CLEAR SUSTAINABLE PERFORMANCE MODEL™

The CLEAR Sustainable Performance Model™ is the core intellectual framework of this program. It provides professionals with a structured, memorable, and practically applicable lens through which to assess, monitor, and strengthen their performance sustainability across five interconnected domains.

The model is introduced in Session 2 and used as the foundation for all application exercises, tools, and action planning. It is designed for continued independent use after the program ends — the CLEAR Weekly Check-In gives participants a five-minute, weekly entry point to the full framework.

	Domain	What It Means	Key Question
C	Clarity — Know What Matters Most	Burnout accelerates when professionals lose clarity about what actually matters. Clarity means consciously defining priorities — and equally, defining what will not be prioritised.	<i>What are my actual priorities this week? What am I saying no to?</i>
L	Load Management — Manage Energy, Not Just Time	Time management is insufficient as a performance strategy. Load management means attending to the energy available to do the work — not just the schedule it fits into.	<i>Do I have the energy to do this well — or am I simply managing my schedule?</i>
E	Environment — Shape the Conditions You Work Within	The environment significantly shapes whether sustainable performance is even possible. More environmental factors are influenceable than professionals typically act upon.	<i>What in my environment is currently depleting my performance — and what can I influence?</i>
A	Anchors — Build Practices That Hold You Steady	Anchors are the consistent practices, habits, and rituals that maintain equilibrium across a demanding working life. They need to be deliberate and protected.	<i>Which of my anchor practices are currently in place — and which have been eroded by demand?</i>
R	Recovery — Make Rest a Performance Strategy	Recovery is not the opposite of performance — it is a component of it. There are four types: physical, cognitive, emotional, and social. All four matter.	<i>Is recovery a deliberate, scheduled part of my week — or the first thing I sacrifice?</i>

How the Five Domains Interact

The CLEAR model is not a linear sequence — it is an interconnected system. Each domain influences the others, and depletion in one creates pressure across the rest.

- **Clarity → Load:** Without clear priorities, load is ungovernable. Professionals who cannot define what they will not do absorb everything.
- **Load → Recovery:** Sustained overload erodes the capacity for recovery. The professional always at full load is never recovering.
- **Environment → Anchors:** Environmental pressure — always-on cultures, norms of constant availability — is what most commonly erodes anchor practices.
- **Recovery → All domains:** Adequate recovery is the baseline condition for all other domains to function.

THE FIVE TOOLS PARTICIPANTS BUILD

Every session produces named, standalone tools that participants use after the program ends. The learning does not stop when the final session closes.

#	Tool	Purpose	Session
1	Sustainability Diagnostic	Scored self-assessment across all 5 CLEAR dimensions. Establishes a personalized performance depletion risk profile and baseline for tracking change.	1
2	Patterns Profile	Identifies the 5 burnout-driving professional patterns most active in each participant's behavior — perfectionism, over-responsibility, difficulty setting limits, cognitive overload, performance pressure.	1
3	CLEAR Weekly Check-In	A 5-minute recurring self-assessment across all 5 CLEAR domains. The primary ongoing tool participants use independently after the program ends.	2
4	Recovery Audit	Assesses the quality of recovery across 4 types: physical, cognitive, emotional, and social. Reveals recovery gaps that drive depletion.	2
5	Sustainable Performance Plan	A comprehensive personal commitment document with CLEAR-domain-anchored actions, obstacle mapping, and a structured accountability system.	3

SAMPLE EXERCISE: THE CLEAR WEEKLY CHECK-IN (TOOL 3)

The following is Tool 3 from the Participant Workbook — introduced in Session 2: Strategy. The CLEAR Weekly Check-In is the primary ongoing tool participants use independently after the program ends. It takes approximately five minutes and is designed to be completed every week as a professional practice.

TOOL 3 — SESSION 2

The CLEAR Weekly Check-In

5 minutes | Weekly | Individual | Private

Use these six questions as a weekly professional practice. They do not require a long answer — they require an honest one. Work through them in order. Notice which questions you are drawn to skip. Those are usually the most important.

1	Where am I on the CLEAR model this week? Which domain needs attention?
2	Am I operating from a position of clarity — or just reacting?
3	Am I managing my energy, or simply managing my schedule?
4	Is recovery a genuine part of my week — or what happens only when there is nothing left?
5	What boundary do I need to set, communicate, or protect this week?
6	What would sustainable performance look like for me right now — today?

Facilitator Note

Introduce the CLEAR Weekly Check-In at the end of Session 2 as the tool participants will use most consistently after the program ends. Give them five minutes to complete it in the room before the session closes — this embeds the habit from the first use. In the debrief, ask: which question was hardest to answer honestly? This almost always opens a valuable final discussion about what sustainable performance actually requires.

WHAT MAKES THIS PROGRAM DISTINCTIVE

A performance program. Not a wellness program.

Most burnout-related training sits in one of two registers: clinical content that feels disconnected from professional reality, or motivational content that acknowledges the problem without solving it. Sustainable Performance™ is positioned differently.

Every concept, every tool, and every conversation is anchored in professional behavior and workplace effectiveness. Burnout is treated as a performance signal — an indicator that demands and recovery are out of balance — not as a medical or psychological condition. This framing makes it acceptable to every level of an organization, from individual contributors to senior leadership.

The result is a program that HR teams are confident commissioning, managers are comfortable attending, and participants find immediately applicable to the work in front of them.

This is a tiny extract from just one program.

Licensed WCI Facilitators receive the complete suite — all 11 programmes, every manual, workbook, and slide deck

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