

Building an Effective Burnout Recovery Community

A Guide for Coaches



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Five years ago, I faced a career crisis. After 24 years in higher education career services, I realized that I was exhausted and burnout was taking a toll on my physical and mental health.

I searched for resources on burnout in career coaching but found none. Desperate for help, I confided in a couple of close colleagues over coffee and discovered the power of a healing support community.

Continuing to reach out to admired connections who prioritized self-care, I learned how to reinvent myself, improve my self care, and develop a solid plan to stay in the field.

Now, through this guide, I aim to ensure you don't have to struggle alone. Your well-being and career success matter, and I'm here to help you find a path to both.

Sheri

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Introduction

Burnout in the career development field is a topic that often lingers unspoken, much like the proverbial elephant in the room. We need to address it head-on. The rise of COVID-19 has certainly accelerated the issue of burnout, but even before the pandemic, there were issues in our work environments that were not even being acknowledged or discussed openly.

One glaring concern is the scarcity of quality information available on burnout in career development professionals. Research on this topic is surprisingly limited. Burnout affects more than just us as practitioners. It also impacts our clients, and our profession as a whole.

chapter 02



Understanding Burnout

First, let's define what we mean by "burnout." According to the World Health Organization, burnout is characterized as "a syndrome resulting from chronic workplace stress that has not been successfully managed." (World Health Organization, 2019).

Differentiating between burnout and stress is crucial. Stress symptoms usually fade once the source is removed, but with burnout, they tend to linger.

Furthermore, stress can hit you out of the blue, while burnout sneaks up on you gradually, eventually leaving you completely drained and with no energy to spare.

A quick poll conducted by the National Association of Colleges and Employers provided some eye-opening insights into the state of the career development profession.

Their survey revealed that, “Overall, college members said that they experience burnout at higher numbers and more regularly than employer members, with the biggest discrepancy between the two coming among those who feel burned out nearly every day (11.1% of college members vs. 3.5% of employer members)” (NACE, 2023).



chapter 03



Challenges & Barriers

Addressing burnout is further complicated by several factors:

1. **Self-Reliance:** Many of us hesitate to seek help, believing we should be able to overcome burnout on our own.
2. **Client-Centric Focus:** Our primary role at work is to assist our clients, making it challenging to openly discuss our own struggles.
3. **Support Shortage:** Finding support groups or coaches who specialize in helping career coaches tackle burnout can be a daunting task.
4. **Information Gap:** Online resources related to burnout predominantly cater to healthcare professionals or therapists, leaving career coaches with limited guidance.

chapter 04



The Consequences of Going Solo

Attempting to battle burnout in isolation can have dire consequences, affecting both our physical and mental health.

As burnout progresses, it can lead to emotional exhaustion, depression, anxiety, dwindling motivation, and decreased job performance, among other detrimental effects. (Valcour, 2018)

Opting to handle burnout solo means missing out on valuable resources and support that could aid in your recovery.

chapter 05



The Healing Power of Community

Experts in burnout management emphasize the importance of strong social support as one of the most effective strategies to manage and recover from burnout.

Relying on positive relationships can spark innovative solutions, boost self-esteem, and foster a sense of control and connection.

As career coaches, we understand the significance of building professional networks for our career development.

This same concept can be applied to the crucial need for nurturing a supportive community where we can openly discuss our challenges and seek the necessary support to restore balance in our lives.



chapter 06



Building an Effective Burnout Recovery Community

While it may seem obvious when you are experiencing burnout your best support community should be your family and friends, but there are also a lot of good reasons to build additional support connections outside of your inner circle.

The objectivity of individuals outside your inner circle who have gone through similar experiences and can share coping strategies as well as first hand information about resources can be invaluable.

Seek out individuals who embody life balance, authenticity, and the ability to say no – qualities that can facilitate your journey to recovery.

Identifying your needs, specifying what you seek from these relationships, and determining the personal qualities you desire in your support network are critical first steps in getting the right people into your support community.

The next step would be to conduct a gap analysis which will help you pinpoint areas where your personal network falls short and you need to find other resources.



want to learn more?

If you would like to learn more about managing burnout, building a supportive community, and creating a plan to sustain your self-care and well-being, consider joining my workshop by clicking below.

Together, we can confront burnout and cultivate resilience in your career.

YES! I WANT TO JOIN!

Secure your spot and embark on a journey that will transform both your career and your life.



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