



AUTOPILOT STRESS RESPONSE TOOLKIT

Your Overfunctioning Repair Guide

But First: You May See Yourself in More Than One

Quick, important truth before you read your result.

Most of us don't run just one autopilot pattern. We run different ones in different rooms. You might **Overfunction** on the unit... the one who handles it, no matter what... and **Distance** the second you walk through your own front door, checked out and numb after holding it together all shift. Or you might stay composed at work and let the Conflict pattern loose at home, **where it feels safest to finally let the tension go.**

That's normal. That's how these patterns actually work... *they're not a fixed personality type*, they're autopilot responses that activate based on the system you're in. And they have originated from experiences similar in your first formation of life (childhood). And these patterns run on a spectrum, not a switch. On one end...you're carrying everyone's tasks, everyone's feelings, everywhere, all the time and on the other side it's just at home where you tend to overfunction. **Still holding way too much, no matter where you are on the spectrum.**

Overfunction

Carrying it all. Can't delegate, can't stop, worth tied to being the responsible one. Taking on other's tasks and emotions.

Distance

Managing stress by pulling back. Numbing, checking out, disconnecting from others and from yourself.

Conflict

The tension finds its way out sideways. Reactivity, short fuse, snapping at the people closest to you.

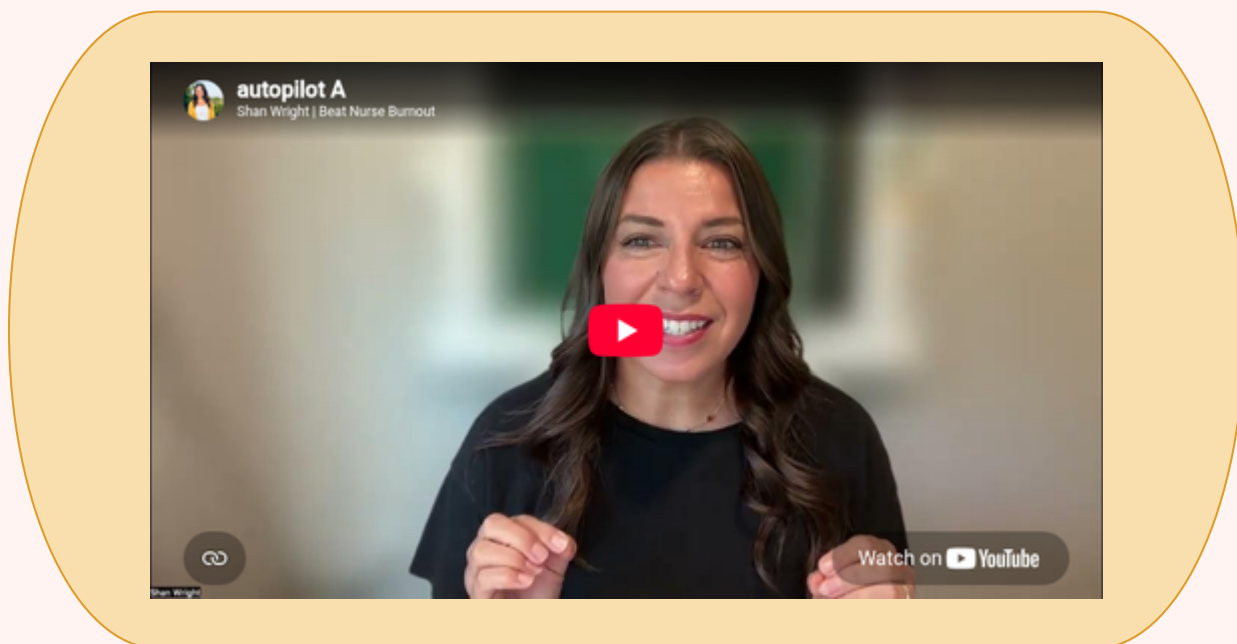
Projection

Focus quietly shifts onto someone else's problem instead of facing your own.

Meet Your Autopilot

Your result today points to your primary pattern... the one most active right now. But this guide is only your starting point, not the whole map. Fully identifying every place these patterns show up, and doing the deep repair work underneath all of them, is exactly what we build together inside STEADY (my group coaching program). We practice real tools together, in real life, to disrupt your autopilot and and show up as your best self.

For now, let's go deeper on your primary pattern:
Overfunctioning.



Where This Started (And Why It Works)

“if I stay in control, we're safe.”

Somewhere along the way, you learned that being the one who handles it is what *makes you valuable*. Maybe it started in nursing school, where one missed detail felt like a life-or-death mistake. Maybe it started long before that. Either way, **your nervous system built a rule: if I stay in control, we're safe.**

And for a long time, that rule worked. You became the nurse everyone trusts. The one who gets asked to charge.

The one who doesn't drop the ball at home either.

But a rule that says "I am only safe when I'm handling everything" doesn't have an off switch. It runs whether you're at the bedside or in your kitchen at 9pm. You're never actually off duty. Not really. And not only are you handling you and everyone's responsibilities around you, you are also holding their feelings. And let's not talk about the to-do list that is a mile long. And you know deep, deep down that God is in control, but surrendering seems scary.

Something that's very important to note:

underfunctioning is almost always present in the relationship when **over**functioning is the autopilot. If you're the one on the unit everybody knows will handle it... your co-workers learn to underfunction right back at you. Less responsibility for them and more for you. At home, this might be why you say, "Why am I the one who does *everything*?!" Girl, that's overfunctioning screaming and I know from experience!

Why the Tools Haven't Worked for You

Breathing exercises and rest reminders ask your body to stand down. But your autopilot has one job: don't stand down, someone needs you. You can breathe for four counts all you want, if the belief underneath hasn't moved, your body will go right back to bracing the second you're done. Your self-care technique will just turn into another to-do list item.

Your First Repair Step

This week, **choose ONE thing** you'd normally handle yourself, and let it go. Let someone else do it, imperfectly. Don't fix it after. Don't redo it quietly when no one's watching.

Then notice **what rises in your body** when you let it go undone your way. What thoughts appear? Listen for them! Because it's like an old record you've heard a billion times...you stop even hearing it.

That discomfort is the belief revealing itself. Perhaps the belief is “if I'm not the one handling it, am I still worth something?”

The beliefs that come up are the exact thing we can discuss in your complimentary Stress Assessment call. Because the answer isn't just “delegate more” and “practice”. The answer is **repairing the belief that your worth was ever tied to your output in the first place.**

Know Your Triggers: then Disrupt the Autopilot

Common triggers for the Overfunctioning pattern:

- ☐ You get asked to pick up an overtime shift because the unit is short-staffed.
- ☐ Your spouse asks "what's for dinner" and you're already at empty
- ☐ Someone offers to help and you say "no, I've got it" before you even think about it
- ☐ You delegate something, then quietly redo it yourself
- ☐ A day off with an empty to-do list makes you uneasy instead of relieved
- ☐ You are on your personal phone throughout your shift making sure the kids are exactly where they need to be with the items they have to have.

Use this list and the tracker on the next page to learn more about your autopilot pattern. **Notice when** it arises and **what** the circumstances are. Are you mostly at work? Is it only at home? A lot of times, different autopilot patterns (conflict, distance, over/under function, projection) will arise for different environments. When **we can see it, we can then disrupt it** and show up as our best self. Which takes a lot of practice and the work of digging up where it originated.

I pray Ephesians 1:17 for you and urge you to pray it for yourself, as well...."I pray that the God of our Lord Jesus Christ, the Father of glory, may give unto you the spirit of wisdom and revelation in the knowledge of Him."

And Be still and KNOW "He says, 'Be still, and know that I am God; I will be exalted among the nations, I will be exalted in the earth.'" — Psalm 46:10 (NIV)

The Disruption Tracker

You don't have to get this right every day. You just have to notice. Noticing is the repair beginning.

Day	Trigger I noticed	What my body did	What I did (autopilot)	What I tried instead
1				
2				
3				
4				
5				
6				
7				

Your Guided Breath Prayer

Proverbs 3:5



follow the prompt below or let me guide
you through it on the video

"Trust in the Lord with all your heart and lean not on your own
understanding." Proverbs 3:5

Find a quiet moment. Hands palm open resting on your lap. We're
going to breathe and pray together, for one minute. Inhale pulling
everything up, speak words out loud at top of inhale. Exhale
everything out and speak words out loud at end of exhale.

Inhale for four... I release control. Exhale for eight... I trust you, Lord.
Inhale... I release control. Exhale... I trust you, Lord.
Inhale... I release control. Exhale... I trust you, Lord.

You don't have to hold it all, friend. You never did.

Don't Stop Here

Don't let this insight close back up. Walk through your 7-Day Autopilot Disrupt Tracker, one day at a time. Return to your breath prayer whenever the bracing creeps back in. Let yourself actually notice, this week, how often "I'll just handle it" runs the show. What you find matters. And I'd love to sit with you and look at it together.

Book your complimentary Stress Assessment— a focused conversation to talk through what surfaced in your tracker, and discover the clearest next right step on your path toward steady. No pressure, no pitch. Just clarity, and a plan.
<https://calendly.com/theshanwright/stress>

Been there, done that, still doing it

Really, the work never ends. That's why I'm here to support you and meet you where you are.

Hi, I'm Shan Wright, RN, holistic nurse life coach, host of the top 1.5% ranked podcast, Beat Nurse Burnout and **someone who's lived every page of this guide from the inside.**

I spent years at the bedside in high-acuity units, wearing *the "strong one" title* like a badge of honor... until my own body and mind hit a wall I couldn't outwork or out-perform. My healing came through faith, holistic care, and finally understanding that my burnout wasn't a discipline problem. It was an identity problem.

Now I walk alongside veteran nurses doing the same work I once needed someone to walk me through... *repairing what's underneath before trying to regulate what's on top.* I'd be honored to be that person for you too. Shalom, Shalom!

