

ALIGNED, ENERGIZED, AND
THRIVING

BURNOUT IS A LEADERSHIP WAKE UP CALL

Dr. Kasi Lacey



GAME TIME

Burnout BINGO



Worked through lunch (again) or forgot	Said yes when you wanted to say no	Took “mental health day” to catch up on work	Overprepped for a meeting that got cancelled	Answered emails on vacation
Stayed late to fix someone else’s mistake	Checked work email before getting out of bed	Said “I’m fine” when you absolutely were not	Felt guilty about taking a day off	Thought “I don’t have time to rest”
Beat yourself up over one small mistake	Heard “You’re too much” and tried to be less	Burnout is not a badge!	Ignored 15 unread texts from friends	Googled “how to stop burnout”
Forgot to go to the bathroom and then it was urgent	Did someone else’s job “because it’s faster”	Stayed Quiet in a meeting to avoid conflict	Apologized for something that was not your fault	Measured your worth by your “productivity”
Need external validation to feel accomplished	Put others on a pedal stool (they are smarter better)	Thought “If I slow down it will all fall apart”	Said “I’ll feel better after a glass of wine”	You recharge your phone more than yourself

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LACEY

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**CEO/FOUNDER
H & L LEGACY CONSULTING, LLC.**

Introduction

Psychologist & Former VP Higher Education

- I am passionate about speaking to leaders, teams, and organizations because I believe confident, emotionally intelligent, and authentic leadership is the key to transforming workplaces for the better.
- Mom of two girls (8 & 3), originally from Texas, crown straightener, and perfectionist/people pleaser in recovery.



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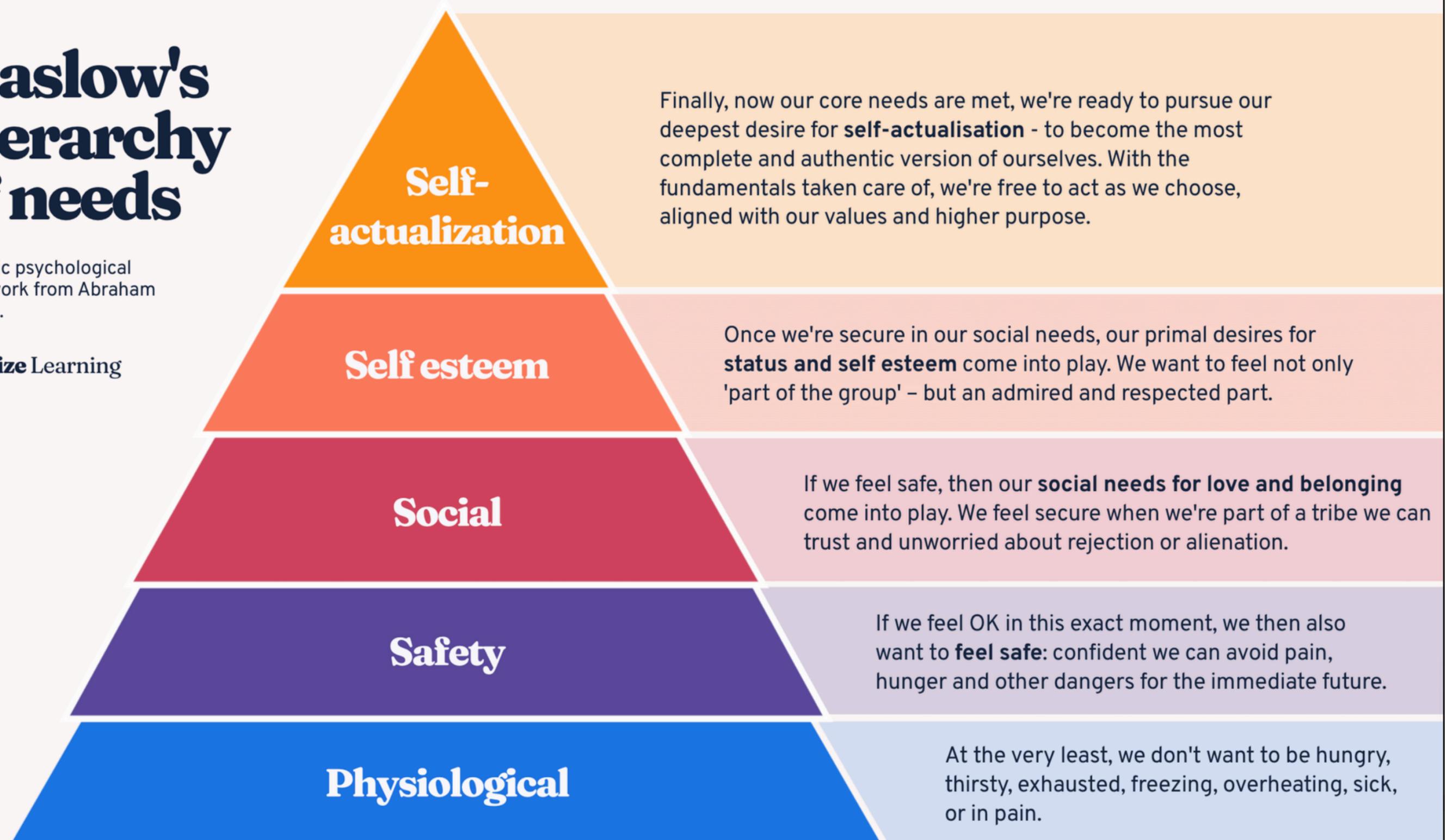
WORK/LIFE INTEGRATION

PREVENTING BURNOUT

Maslow's hierarchy of needs

A classic psychological framework from Abraham Maslow.

BiteSize Learning





Extrinsic/External
Performance reviews,
salary, bonuses, and
promotions.

Motivation



Intrinsic/Internal
Personal Growth,
Sense of Purpose,
and Passion.

Generational Impact on the Workplace

Baby Boomers (1946-1964)

Value loyalty, hard work, hierarchy, and stability. Formal communication (thank you note).

Generation X (1965-1980)

Pragmatic, adaptable, and independent. Direct email or phone, respectful.

Millennials (1981-1996)

Value flexibility, continuous learning, collaboration, and purpose-driven work. Motivated by impact, texting, emails with emojis, collaborative.

Generation Z (1997-Present)

Value diversity/inclusion, authenticity, tech-first, and sense of belonging in workplace. Prefer fast, visual communication.

Potential Struggles of Helping Professionals

**ISOLATION +
INVISIBILTIIY**

**COMPASSION &
DECISION FATIGUE**

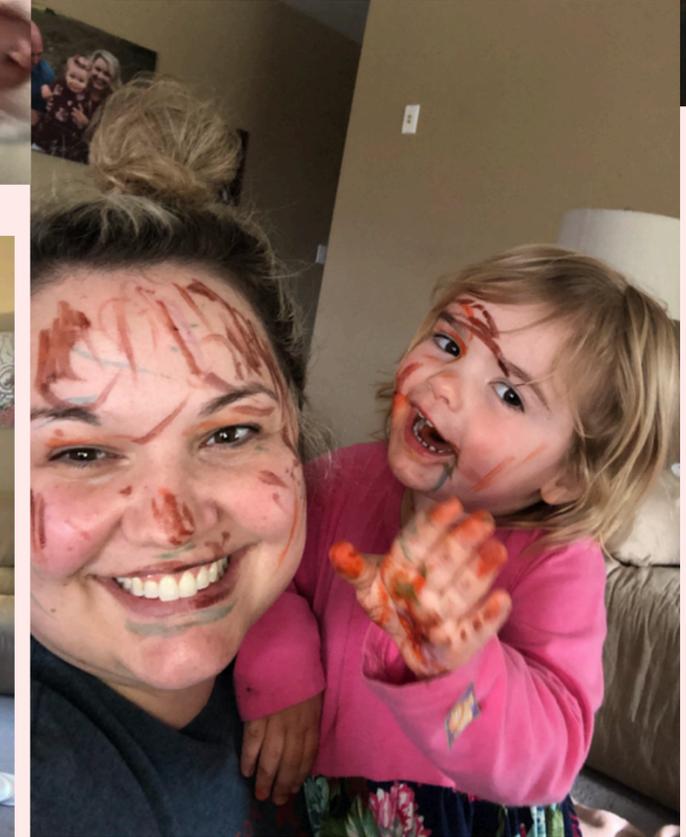
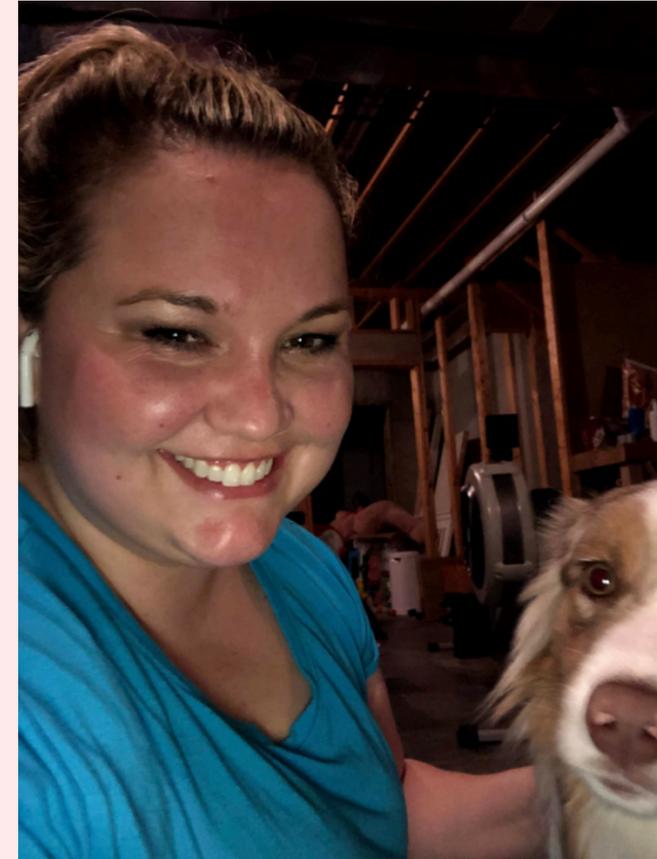
**IMPOSTER
SYNDROME**

**CHRONIC
OVERWHELM**

**EMOTIONAL LABOR +
PEFECTIONISM**

BURNOUT

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		Burnout is not a badge!		



BURNOUT

Chronic physical and emotional exhaustion, often caused by prolonged stress and workplace demands



BURNOUT SELF-TALK

IF I DELEGATE IT WON'T BE DONE RIGHT

I JUST NEED TO WORK HARDER

I CAN'T AFFORD TO TAKE A BREAK

I MUST BE AVAILABLE 24/7

ASKING FOR HELP IS WEAKNESS OR INCOMPETENCE

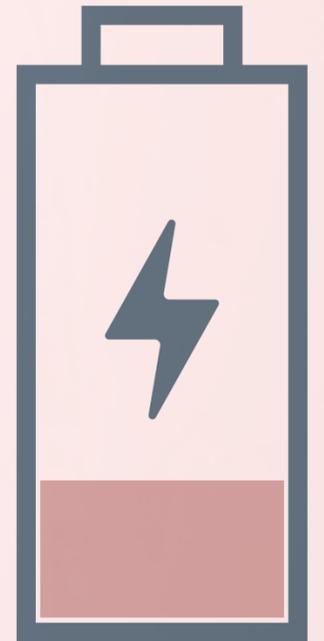
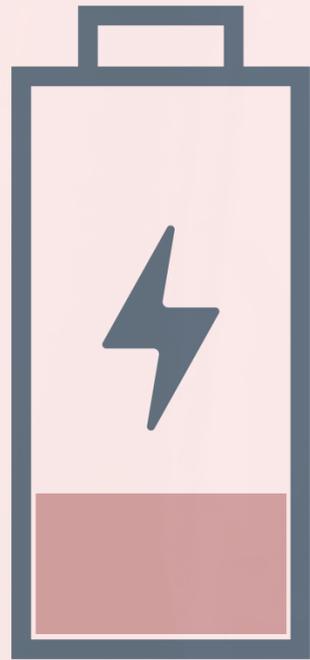
BURNOUT IS A NORMAL PART OF SUCCESS

I'M NOT DOING ENOUGH.. I AM NOT ENOUGH

MY WORTH IS DEFINED BY MY PRODUCTIVITY

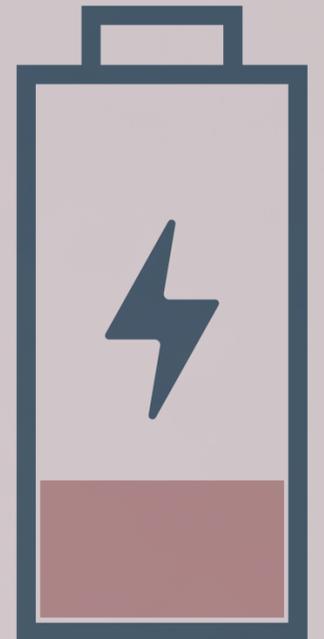
EXHAUSTION

(physical, emotional, and mental depletion)



EXHAUSTION

(physical, emotional, and mental depletion)

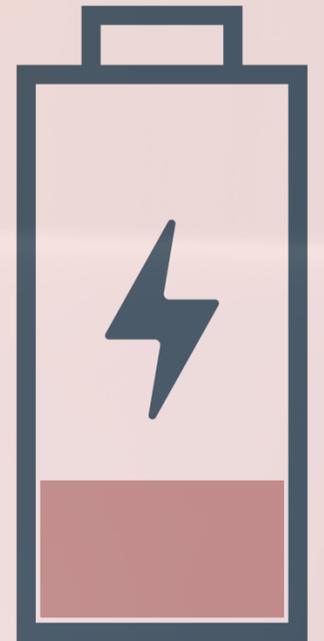
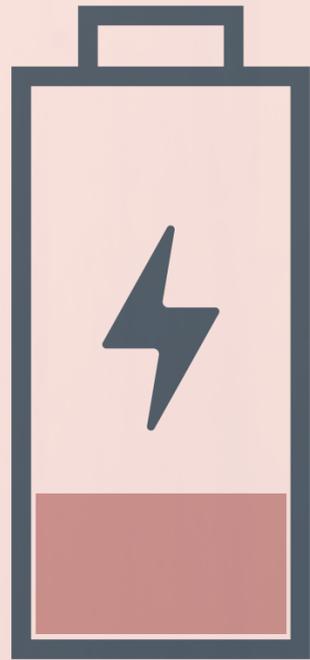


CYNICISM

(dissociation, detachment, negativity)

EXHAUSTION

(physical, emotional, and mental depletion)



REDUCED EFFICACY

(feel ineffective, helpless, doubt impact)

CYNICISM

(dissociation, detachment, negativity)



Decreased Motivation & Engagement



Increased Absenteeism or Apathy



Emotional exhaustion, cynicism, and reduced performance



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Why Burnout Happens

Resources



**Work
Demands**

Chronic Overwhelm



COMPASSION FATIGUE

Empathy Overload



Invisible Labor



Under-Support



Over Functioning

Emotional Labor + Perfectionism



Stayed late to fix someone else's mistake	Checked work email before getting out of bed	Said "I'm fine" when you absolutely were not	Felt guilty about taking a day off	Thought "I don't have time to rest"
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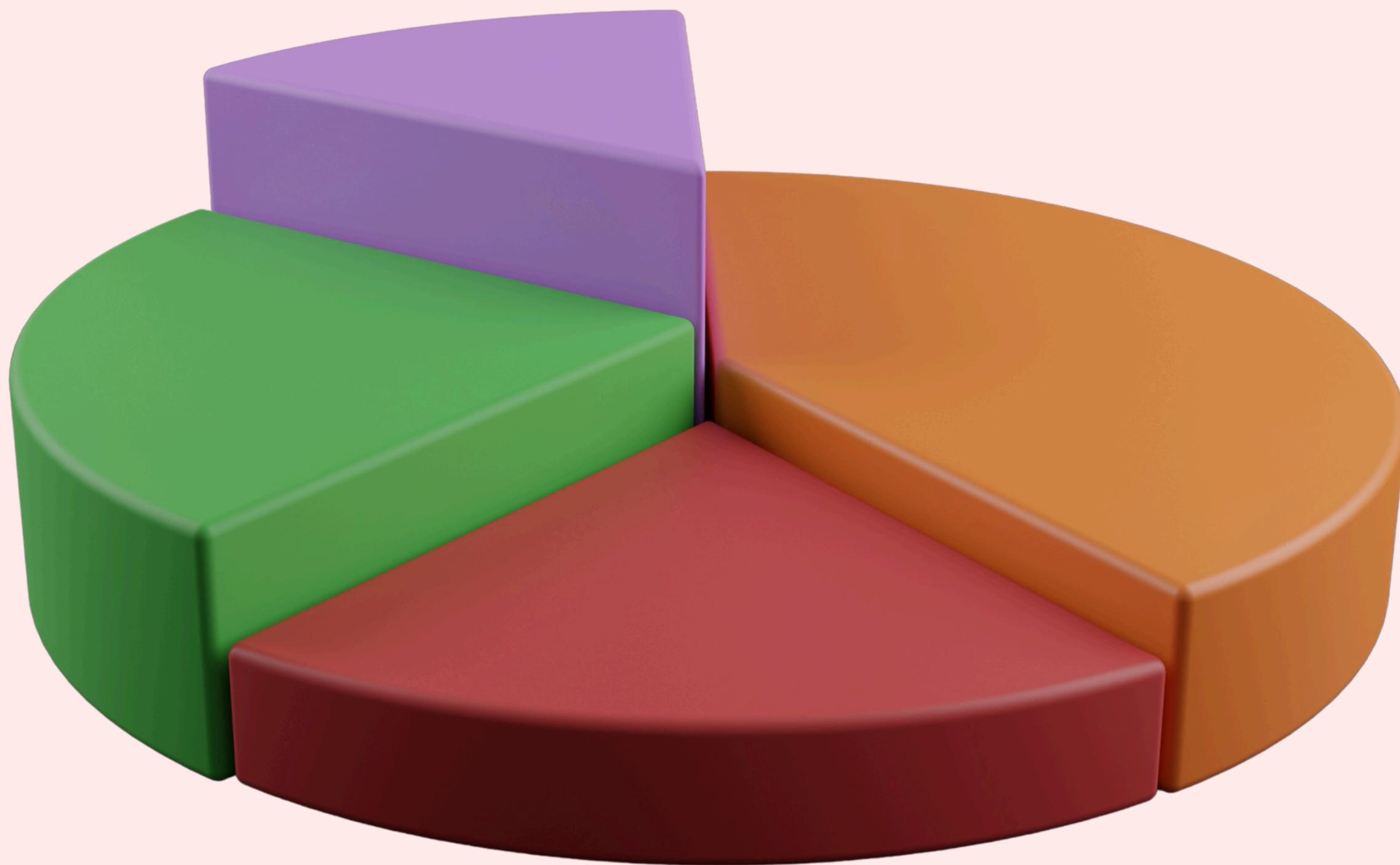


DECISION FATIGUE

Too Many Choices, Too Little Energy







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GOOD
NEWS



BINGO				
				●
	●			
		●	●	
●				

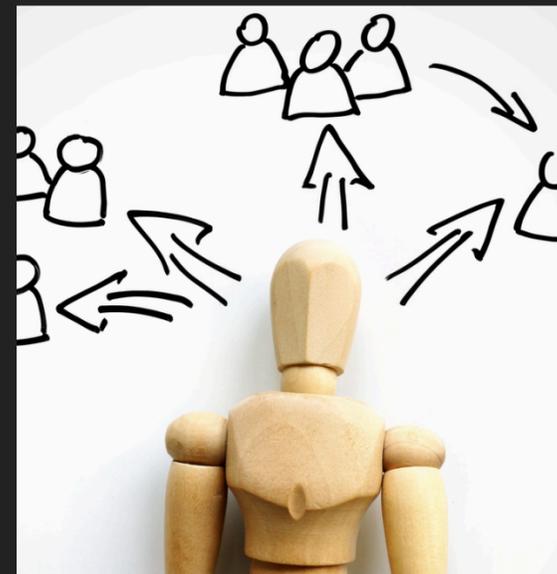
Practical Tools to Thrive

BOUNDARIES



ENERGY
MANAGEMENT

SELF-TRUST



THE "ATES"



RELATIONSHIP STATUS

COMPLICATED

We Teach People
How To Treat Us

Time

Management

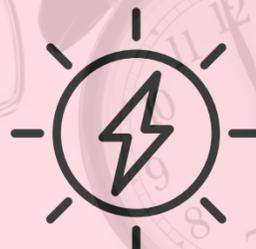


Not Scalable

Burnout

Energy

Management



Personal

Renewable

How to Practice Energy Management



**IDENTIFY ENERGY GAINERS
VS. DRAINERS**

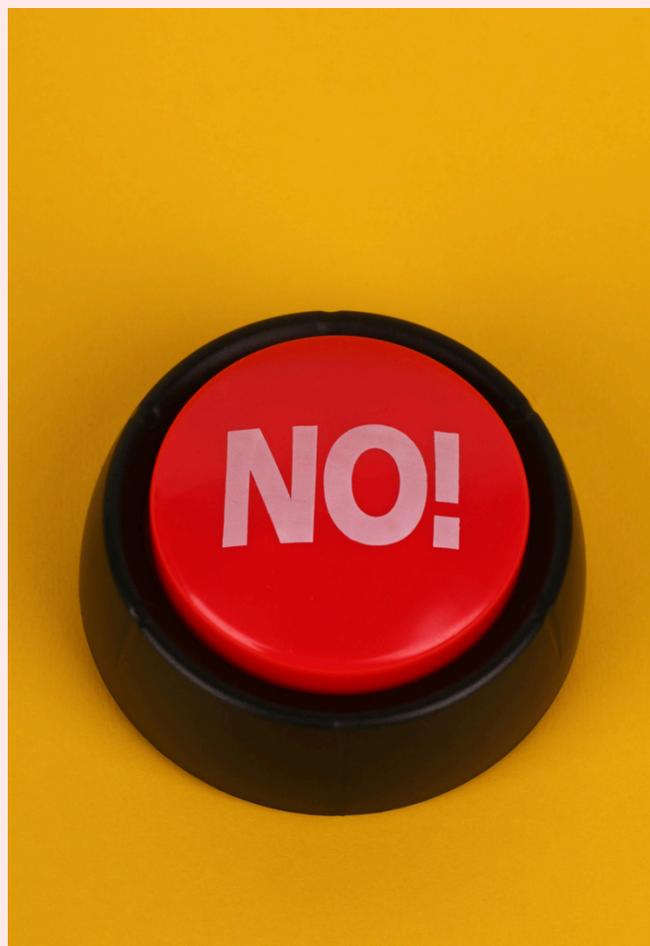
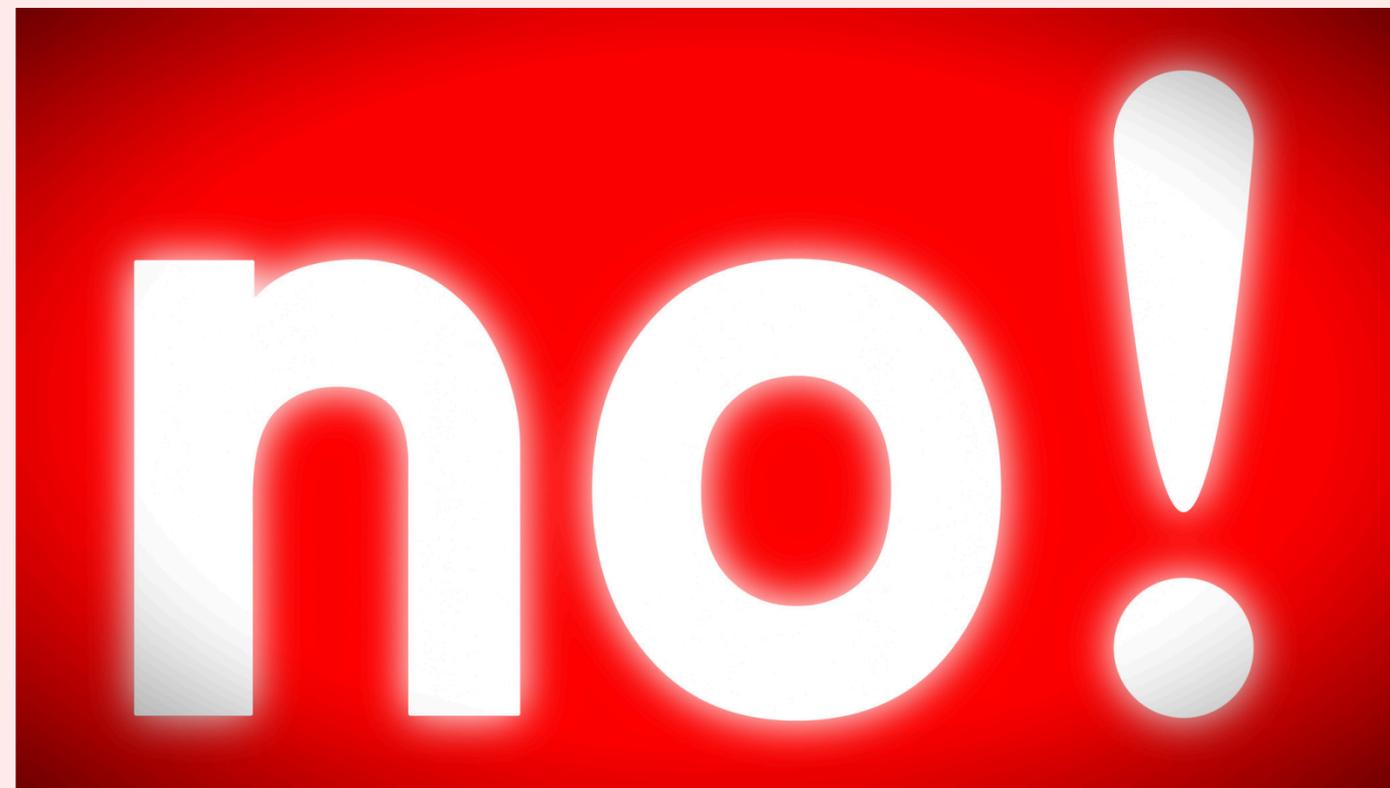
**STRATEGIC SCHEDULING
(PROTECT PEAK ENERGY
TIMES)**

**BUILD MICRO-RECOVERY
INTO THE DAY**

**SET EMOTIONAL
BOUNDARIES**

**END THE DAY WITH
INTENTIONAL RECHARGE
RITUALS**

**APPLY THE "HELL YES OR
NO" RULE**



COMPARISON IS THE
THIEF OF JOY
& CONFIDENCE

RUN YOUR OWN RACE

Master the “Ates”



Mastering the “ATES” Burnout Prevention

1

Eliminate

2

3

4

5

Mastering the “ATES” Burnout Prevention

1

Eliminate

2

Automate

3

4

5

Mastering the “ATES” Burnout Prevention

1

Eliminate

2

Automate

3

Delegate

4

5

Mastering the “ATES” Burnout Prevention

1

Eliminate

2

Automate

3

Delegate

4

Negotiate

5

Mastering the “ATES” Burnout Prevention

1

Eliminate

2

Automate

3

Delegate

4

Negotiate

5

Appreciate

Mastering the “ATES” Burnout Prevention

1

Eliminate what drains

2

Automate what repeats

3

Delegate what can be shared

4

Negotiate what needs adjusting

5

Appreciate what's working

Psychological Safety

“IT IS A SHARED BELIEF AMONG A TEAM OR ORGANIZATION THAT PEOPLE ARE SAFE TO SHARE THEIR IDEAS, CONCERNS, AND QUESTIONS”



Tools to Combat Compassion Fatigue and Build Psychological Safety & Resilience



**Model Appropriate
Vulnerability &
Self-Awareness**



**Create Space for
Disagreement &
Mistakes**



**Validate Emotions,
Celebrate Effort &
Not Just Outcomes**

5 Languages of Appreciation

**WORDS OF
AFFIRMATION**

QUALITY TIME

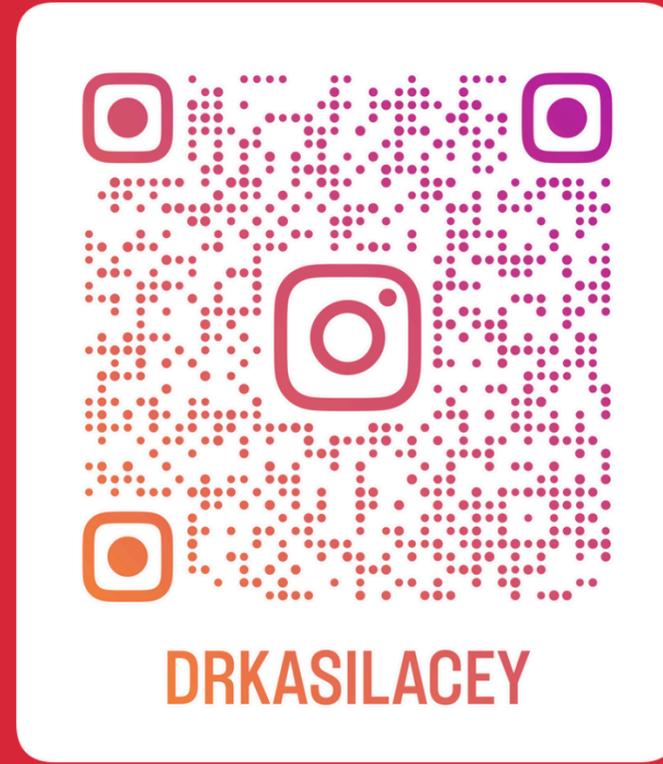
ACTS OF SERVICE

TANGIBLE GIFTS

**APPROPRIATE
PHYSICAL TOUCH**

*Thank you all for what you do
for Missouri.*





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H & L Legacy Consulting, LLC

Dr. Kasi LACEY



Psychologist Leadership & Confidence Coach

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