

Energy Management and Mitigating Burnout

Burnout is real, pervasive, and rarely resolved without intentional focused effort. Unfortunately, burnout continues to carry a stigma, which prevents people from acknowledging when they are nearing burnout or already suffering from it.

One strategy is to shift the conversation away from burnout to the more proactive and preventative subjects of energy management and personal sustainability.

AIM Leadership’s other [resource](#) on burnout examines the underlying societal shifts that are draining our energy and explores how systemic changes in how we live and work can help us address burnout.

In this resource, we drill down to better understand where and how we use energy, and explore how to rebuild resources and activate practices to create a massive ripple effect on the individual, team, and organization.

	Forcing	Resourcing	Sourcing
Definition	<ul style="list-style-type: none"> • Pushing • Outcome oriented • Comes at a cost to the individual and their team 	<ul style="list-style-type: none"> • Investing time and energy • Engaging with team on process • Focusing on talent 	<ul style="list-style-type: none"> • Clear outcomes, flexible approach • Aligned intentions • Effortless creation
Feels like...	<ul style="list-style-type: none"> • Driving • What at the expense of who and how 	<ul style="list-style-type: none"> • Striving • Considers the who, what, and how 	<ul style="list-style-type: none"> • Thriving • Right time, right action, right team, and right results
Actions	<ul style="list-style-type: none"> • Overrelying on energy • Using mental, emotional, physical, and spiritual energy reserves to push forward on a project and/or accomplish a task 	<ul style="list-style-type: none"> • Effectively collaborating, and delegating • Balancing stakeholder needs with interest and ability • Clear contracting to accomplish a task/project 	<ul style="list-style-type: none"> • Project optimization
Results	<ul style="list-style-type: none"> • Moves the dial on key projects but with unintended costs • Imperative to take time out to replenish your energy reserves 	<ul style="list-style-type: none"> • Intentionally moves the dial on key projects/tasks without draining personal reserves 	<ul style="list-style-type: none"> • Creates a state of flow and, in turn, results in greater impact and energy
Access points	<ul style="list-style-type: none"> • Top-down power and hierarchies 	<ul style="list-style-type: none"> • Rapport and trust but also resources 	<ul style="list-style-type: none"> • Alignment, purpose, and pleasures

Energy Depletion's Causes and Challenges



Causes of Energy Depletion

- **Increased stimulus:** We now face more exposure, more opportunities, and more distraction on a daily basis.
- **Greater load:** We face a greater volume, velocity, and variety of work and information.
- **Breakdown in boundaries:** Expectations, relationships, and communication are shifting (this has been compounded by the shift to remote and hybrid work).
- **Erosion of emotional connections:** Relationships are shifting and some relationships that broke down when we went online have not yet been reestablished or replaced.
- **Lack of bandwidth:** With more demands and limited time, bandwidth is a growing challenge.
- **Low trust:** In the midst of all the changes and challenges we've faced in recent years, we're now also grappling with stacking micro-breeches in trust.



Risk Factors for Energy Depletion

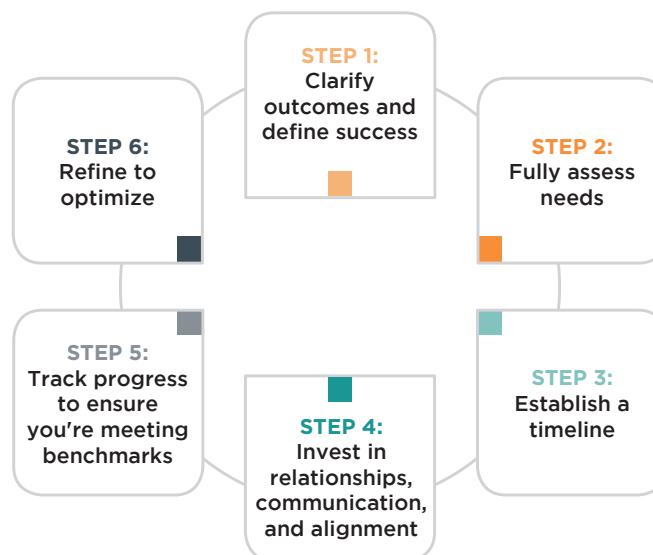
- **Lack of awareness:** Limited understanding of energy management/personal sustainability.
- **Lack of responsibility:** Tendency to blame low energy on external conditions or others rather than take ownership / internal- or self-regulation.
- **Assumption it is the "new normal":** Everyone is suffering from low energy so it feels normal.
- **Fragile container:** Many individuals are struggling to right-size and mend their personal containers.
- **Abstract:** Energy management is hard to talk about, quantify, or and measure.



Catalysts for Change

- When a task that should take two units of energy takes ten units instead;
 - Notice that you're expending too much energy on a small task;
 - Ask yourself why you are doing this, and what is making this more difficult than it should be;
 - Identify what is in your circle of control, circle of influence, and circle of concern and proactively eliminate items in your circle of concern (i.e., stop expending energy on them).

Building Sustainable Energy Management Strategies



Rebuilding Your Energy Reserves for Personal Sustainability

Individual Strategies to Avoid Burnout

MENTAL	PHYSICAL	EMOTIONAL	SPIRITUAL / PURPOSE
<p>When overdrawn we feel...</p>	<p>When overdrawn we feel...</p>	<p>When overdrawn we feel...</p>	<p>When overdrawn we feel...</p>
<p>Distracted and overwhelmed</p>	<p>Exhausted</p>	<p>Compassion fatigue and detachment</p>	<p>Cynicism, despair, and hopelessness</p>
<p>Replenish reserves by...</p>	<p>Replenish reserves by...</p>	<p>Replenish reserves by...</p>	<p>Replenish reserves by...</p>
<p>Making lists to create more time Triage list items as: - Urgent - Important - Can wait</p>	<p>Taking care of your physical wellbeing Investing in rest, sleep, exercise, hydration etc.</p>	<p>Managing commitments Spending time with loved ones Having genuine, heartfelt conversations Laughing Engaging with people who “fill you up”</p>	<p>Creating a purpose statement and revisiting it often Connecting regularly with your personal sense of purpose Archiving affirmations and expressions of gratitude</p>

Energy Gateways

Reconnect inward to your heart, body, and roots

- What/where do you feel alive, energized, and inspired?
- Amid the business of life, we can detach and disconnect from ourselves.

Cultivate awareness about what fills you up

- Notice what helps you disconnect from the busy world and reconnect to this.
- Notice where it is easier / harder to do this.
- Notice what assumptions you are making.
- Notice what distracts you.

Build strategic partnerships

- Who are you aligned with?
- How could you support one another?
- Where might there be efficiencies of scale?
- How could small investments in collaborations, return energy?

Leaders as Role Models

Leaders are uniquely wired. They tend to experience stress and intensity differently than the average person. As a result, many leaders thrive on stress and intensity.

The key takeaway is that everyone is different. One size doesn't fit all. What you need to thrive may be different from what others need to thrive. Most importantly, we all need to lead by example and with integrity.

Ideas into Action



AWARENESS: Do an Energy Audit

- Understand burnout, where you are, where you want to be, and what your options are for mitigating burnout
- Create bandwidth (time, energy, and attention to invest)
- Revisit and diversify ways to rebuild your depleted energy reserves.

ACTIVATION: Shift the Conversation

- Focus on value creation (i.e., what brings you joy)
- Move the dial on important projects
- Build consistency (i.e., slow and steady wins the race)
- Know your values and focus on projects that align with your core values.

AGILITY BUILDING: Replenish Your Energy

- Proactively replenish your energy every day by creating new energy-charging habits (e.g., exercise more often, be more intentional about what you eat, when you take breaks, and when you reconnect with people who fill you up rather than drain you).

ACCOUNTABILITY: Track Your Progress

- Pay attention to hygiene, habits, hydration, sleep, and movement and track how adopting new habits is helping you better manage your energy and have more impact.

INTEGRATE/ACCELERATE: Keep Going!

- Don't stop there—keep exploring new ways to better manage your energy and refill your energetic accounts on a daily basis.