

Tackling Burnout

Hidden drivers and
sustainable solution

Rose James



Learning Objectives



1

Understand the stages of burnout and craft actionable strategies for wellness and resilience in project management.

2

Blend resilience and self-care into daily work to boost productivity and manage stress in high-stakes environments.



77% of Workers are Stressed

APA, (2023). Work in America Study



Burnout



Sources of Stress Leading to Burnout

Internal

Thoughts & Beliefs

- Negative Self-talk
- Perfectionism
- Unrealistic Expectations

Personality Traits

- Type A Personality
- Low Self-esteem
- Anxiety

Physiological Factors

- Hormonal Imbalance
- Chronic Illness

External

Life Events

- Major Changes
(Job Loss, Divorce, Death)
- Financial Issues

Work

- Heavy Workload
- Lack of Control
- Conflict

Relationships

- Family Disputes
- Social Isolation

Where are You on the Road to Burnout?

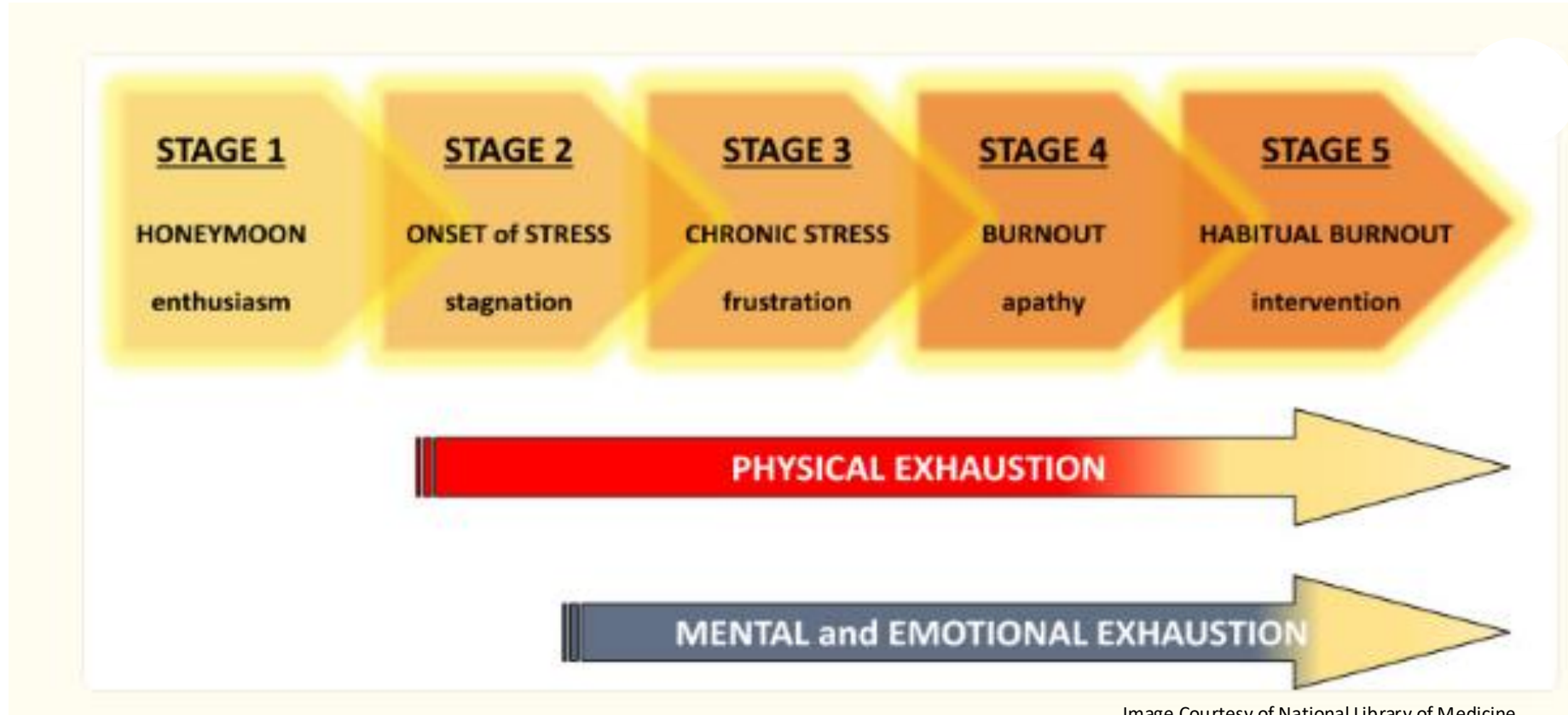


Image Courtesy of National Library of Medicine

Be honest - where are you today?

Where are You on the Road to Burnout?

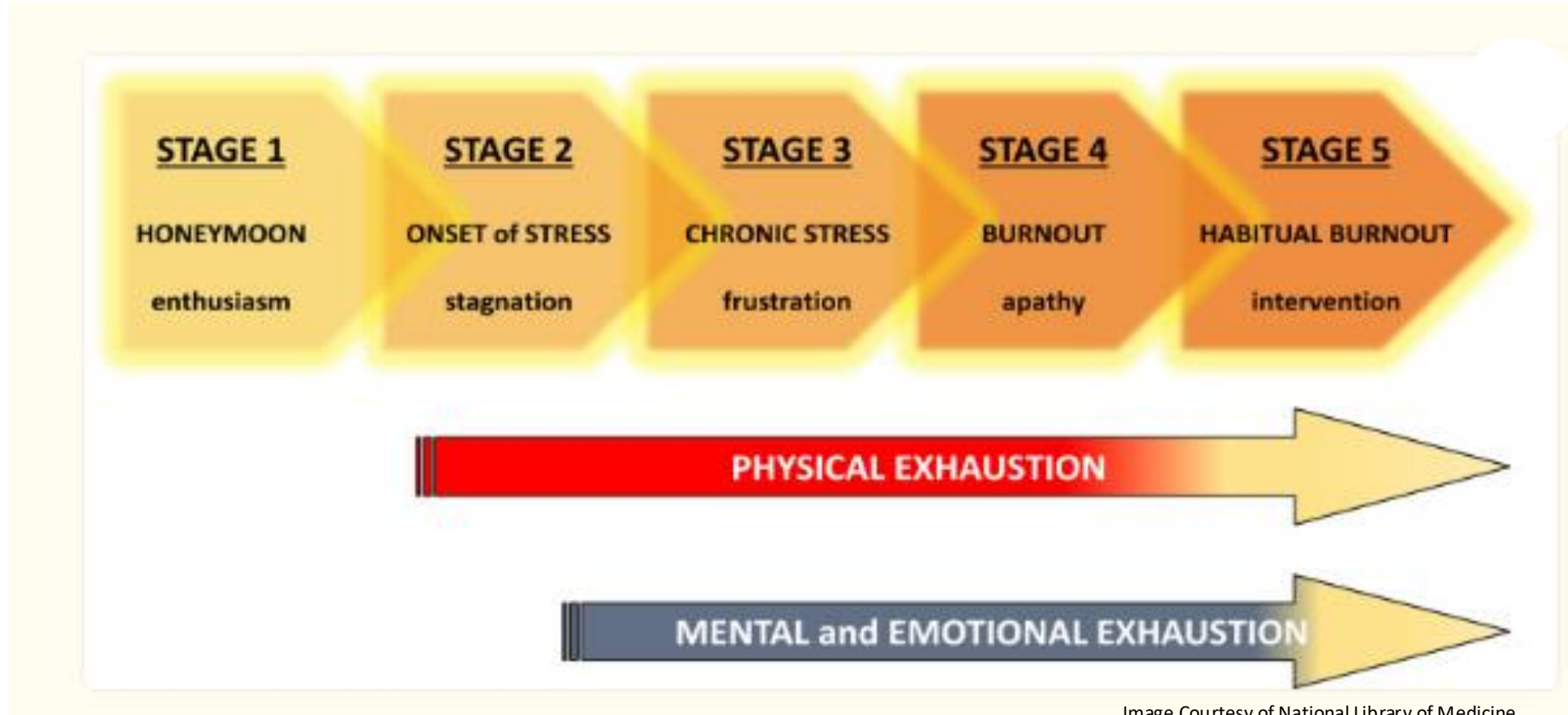
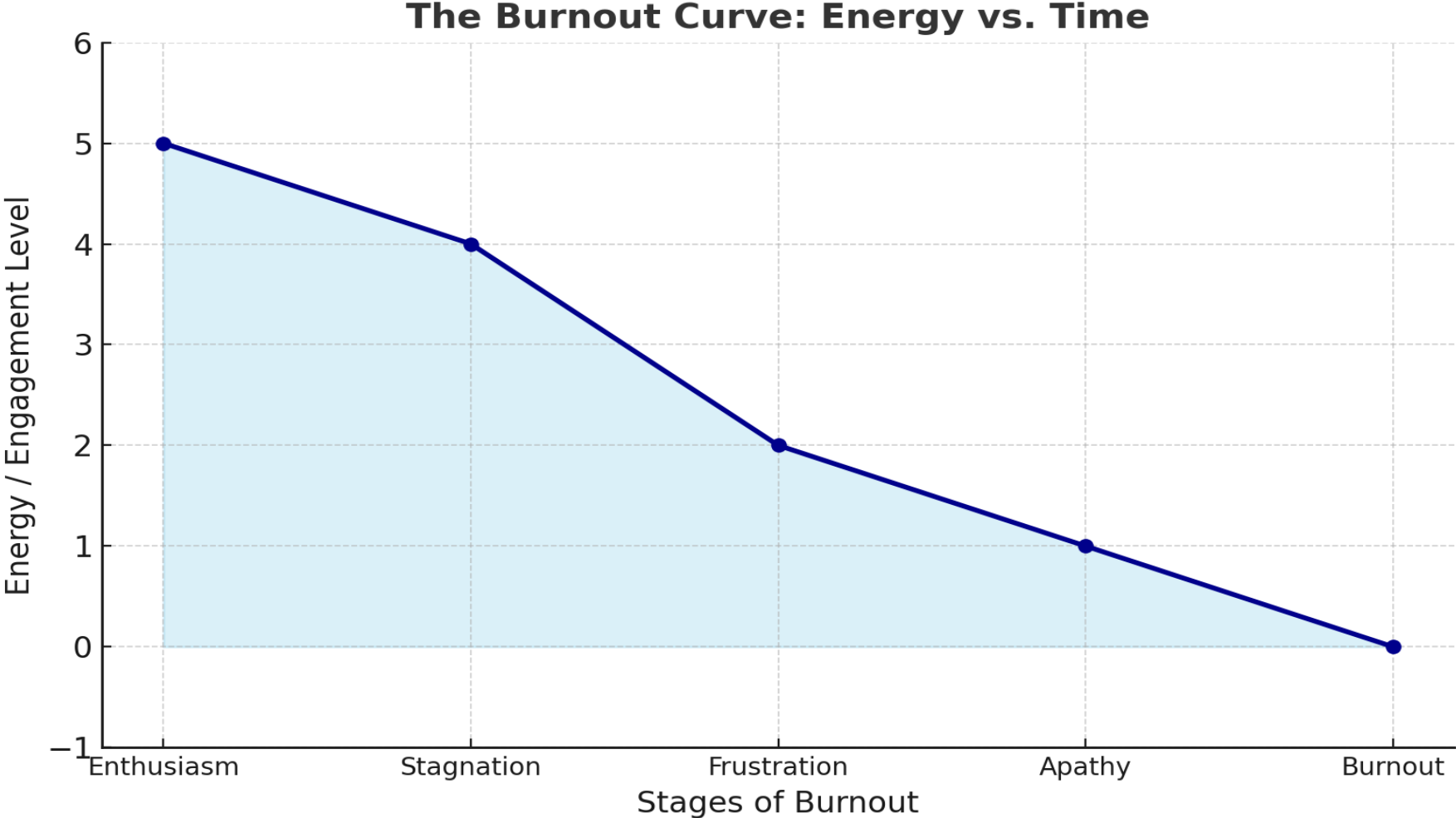


Image Courtesy of National Library of Medicine




**Recognizing
Burnout
Kickstarts the
journey**

Be honest - where are you today?


Burnout Curve



Burnout Consequences: Impact Beyond the Individual

Category	Impact
 Project Outcomes	Missed deadlines, reduced quality, higher risk of failure.
 Team Dynamics	Low morale, increased conflict, breakdown of trust and collaboration.
 Personal Well-Being	Chronic stress, physical health issues, emotional exhaustion, disengagement from work and life.

When the Culture Breeds Burnout

A dark silhouette of a person sitting at a desk, leaning forward as if working. A desk lamp is positioned to the right, casting light on the desk. The background is dark, creating a somber and focused atmosphere.

No amount of meditation can offset a
workplace that breeds exhaustion

When Culture is the Culprit

Influence What You Can



Document patterns



Use your voice strategically



Propose micro-changes



Make tradeoffs visible

When Culture is the Culprit

Influence What You Can



Document patterns



Use your voice strategically



Propose micro-changes



Make tradeoffs visible

Protect Your Space



Find allies



Set and model boundaries



Leverage feedback channels



Reassess fit

Case Study: Beating Burnout - One Project Manager's Shift

Challenge

- Juggling 3 high-stakes initiatives under intense pressure.
- Long hours, declining health, disengaged team.

Shift

- **Mindset shift:** *Progress over perfection and Personal energy management.*
- **Behavior changes:** *Introduced daily boundaries, strategic breaks, and weekly resilience check-ins.*

Result

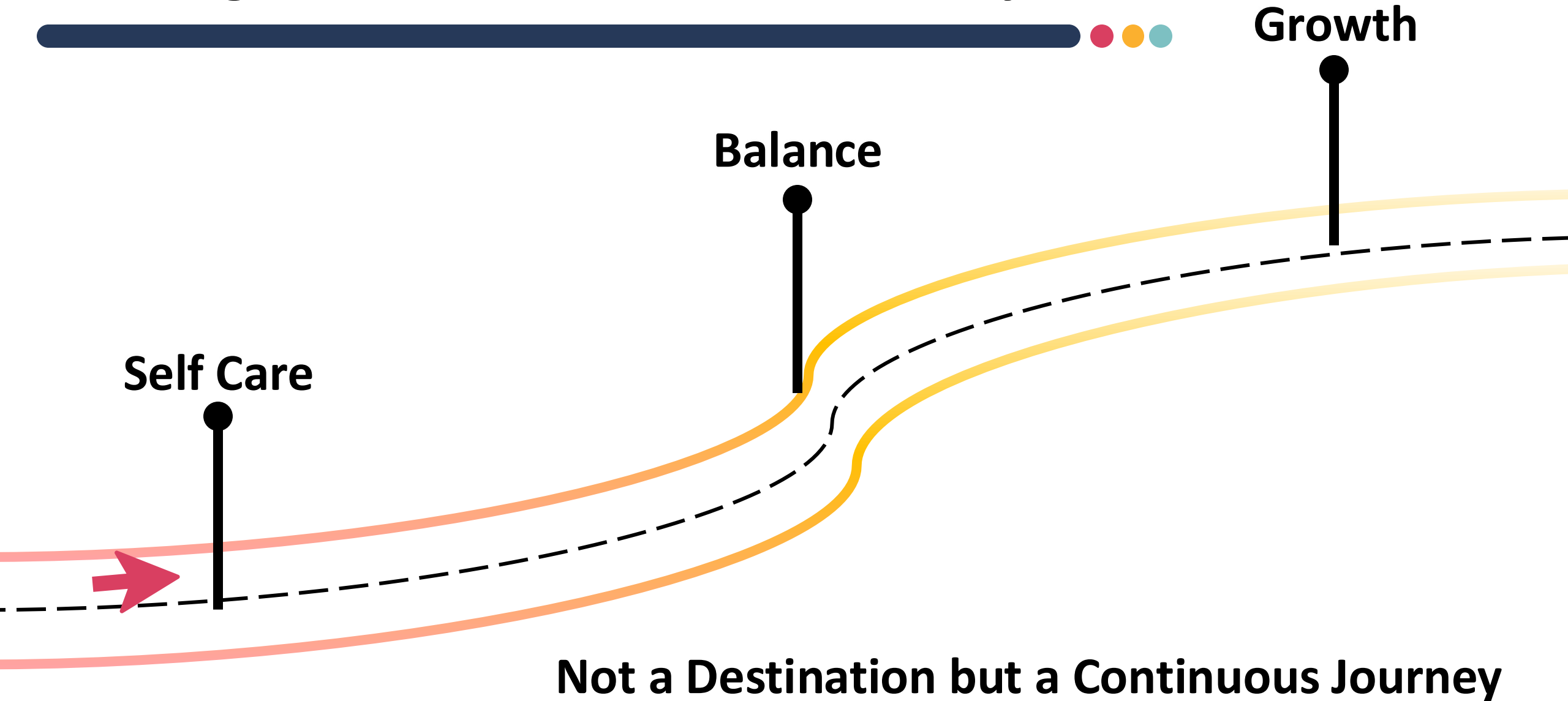
- Project timelines accelerated.
- Team morale and engagement reignited
- Sustainable pace without compromising results.



How to Beat Burnout Before It Beats You

Small shifts create powerful resilience

Tackling Burnout: A Continuous Journey



Not a Destination but a Continuous Journey

The shifts that sustain well-being



Internal mindset fuels sustainable external habits

The shifts that sustain well-being

Internal mindset fuels sustainable external habits



Mindset Shift

1. Embrace Well-being
2. Prioritize Self-care
3. Seek growth, not perfection



Behavior Shift

1. Daily Unwind
2. Set Clear Work-Life Boundaries
3. Cultivate Healthy Habits

Which Shift Do *You* Need Right Now?



Mindset Shift

Rest is not a reward, it's a right

My worth is not tied to output

I can slow down without falling behind





Behavior Shift

Close the laptop at 5pm

Block time just to breathe

Turn off notifications after hours

What Fuels You vs What Drains You

 What fuels you	 What drains you
Tacking breaks	Powering through without Pausing
Deep Work Blocks	Constant Multitasking
Rest & Recovery	Running on Empty
Setting Boundaries	Always being Available
Peer Support	Isolation

Burnout does not always come from doing too much, it comes from giving energy without replenishing it.


Your commitment to beating burnout



Mind my Mindset



Learn to say "No"



Work in my peak window



Reflect on my purpose

*Choose **1 Mindset Shift** and **1 Behavior Shift** to Start Today*

**Burnout is Real
and Preventable**



**Recognize early
warning signs**




**Mindset and
Behavior shifts
protect well-being**



**Small, consistent
actions build
lasting resilience**



Tackling Burnout: Key Takeaways



**What was most impactful for
you today?**

Let's Stay Connected

Invite me to speak
or collaborate



[rosejamesofficial.com](https://www.rosejamesofficial.com)

Keynotes. Strategy.
Leadership that moves people

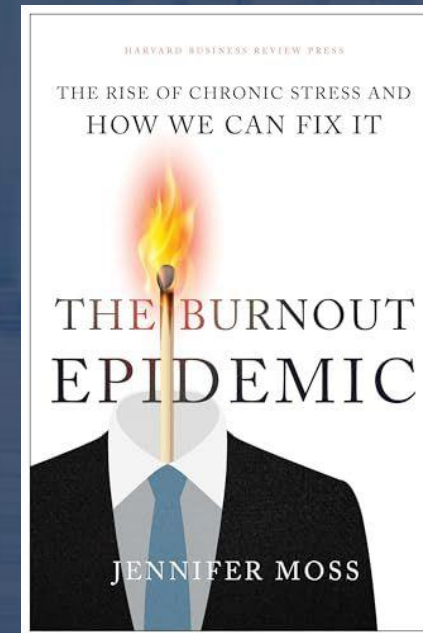
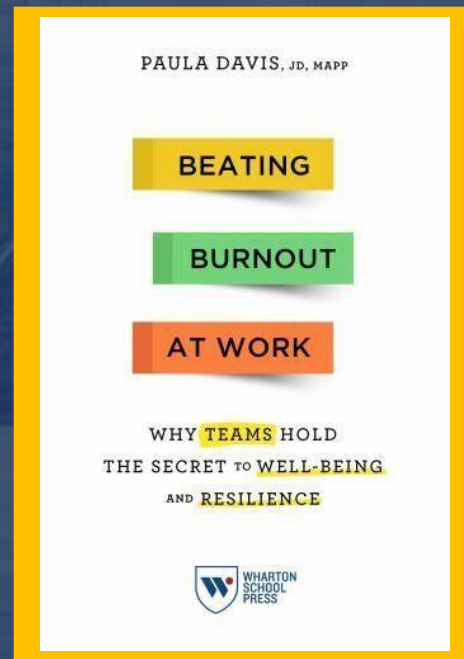
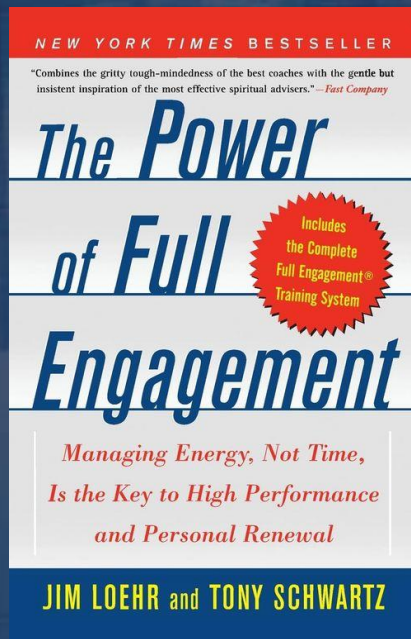


**Rose James,
MBA, PMP**



Resources

- Loehr, J. & Schwartz, T. (2015). *The Power of Full Engagement*. Shubhi Publication.
- Davis, P. (2021). *Beating Burnout at Work: Why Teams Hold the Secret to Well-Being and Resilience*. Wharton School Press Publication
- Moss, J. (2021). *The Burnout Epidemic: The Rise of Chronic Stress and How We Can Fix It*. Harvard Business Review Press.



THANK YOU

**For choosing to lead your
wellbeing - with intention**

Our courses

Project Management courses

- PRINCE2®
- APM
- PRINCE2® Agile
- AI Project Management
- Better Business Cases™
- P3O®
- Workshops

Artificial Intelligence courses

- BCS AI
- AI Project Governance Framework
- Workshops

Agile courses

- AgilePM®
- Scrum
- AgileBA®
- PMI Agile
- Lean Six Sigma
- PMI®
- Kanban
- Estimating for Agile

Change management courses

- APMG Change Management

Programme management courses

- MSP®

Business Learning Library (BLL)™

- Agile Learning Library™
- Business Analysis Learning Library™
- Compliance Learning Library™
- IT Learning Library™

Business Analysis courses

- BCS Business Analysis
- AgileBA®
- PMI®

IT

- ITIL®



info@knowledgetrain.co.uk



info@agilekrc.com



+44 (0)207 148 5985



+44 (0)20 7039 3679



<https://www.knowledgetrain.co.uk>



<https://agilekrc.com/>



20 Old Bailey, London, EC4M 7AN, England, United Kingdom



20 Old Bailey, London, EC4M 7AN, England, United Kingdom