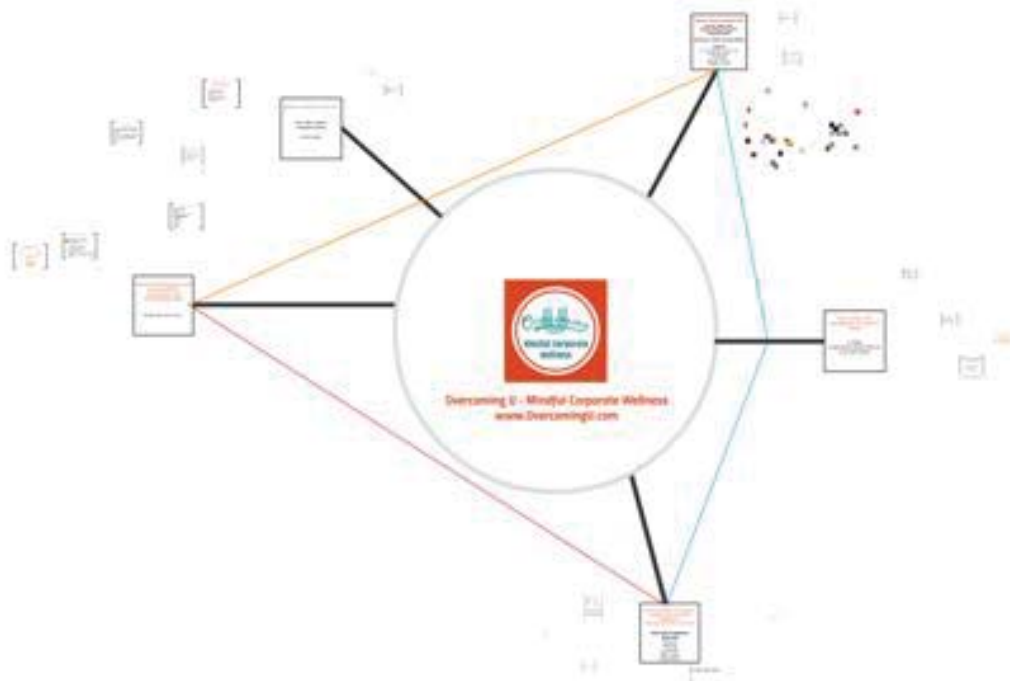


**There are No Trophies for Best Burnout:
How to Prioritize Self-Care for the HR Professional**



**There are No Trophies for Best Burnout:
How to Prioritize Self-Care for the HR Professional**

Heather Sayers Lehman, MS

**Executive Health Coach,
Wellness Strategy Consultant &
Professional Speaker**

Overcoming U - Mindful Corporate Wellness

Creator of:

Emotional Eating Freedom Formula

Food Fundamentals

Food Mastery

Blue Collar Wellness

Firefighter Overhaul



**Rage Against
What Is**



**Peaceful
Perspective**

Burnout

- Depersonalization
- Emotional exhaustion
- Reduced personal accomplishment



Day #1

I would like to thank the unknown people who decided that poor kids should go to college.

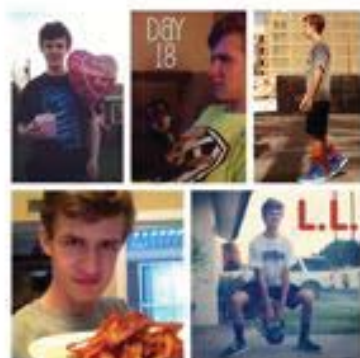
They said I deserve the opportunity and I am eternally grateful.

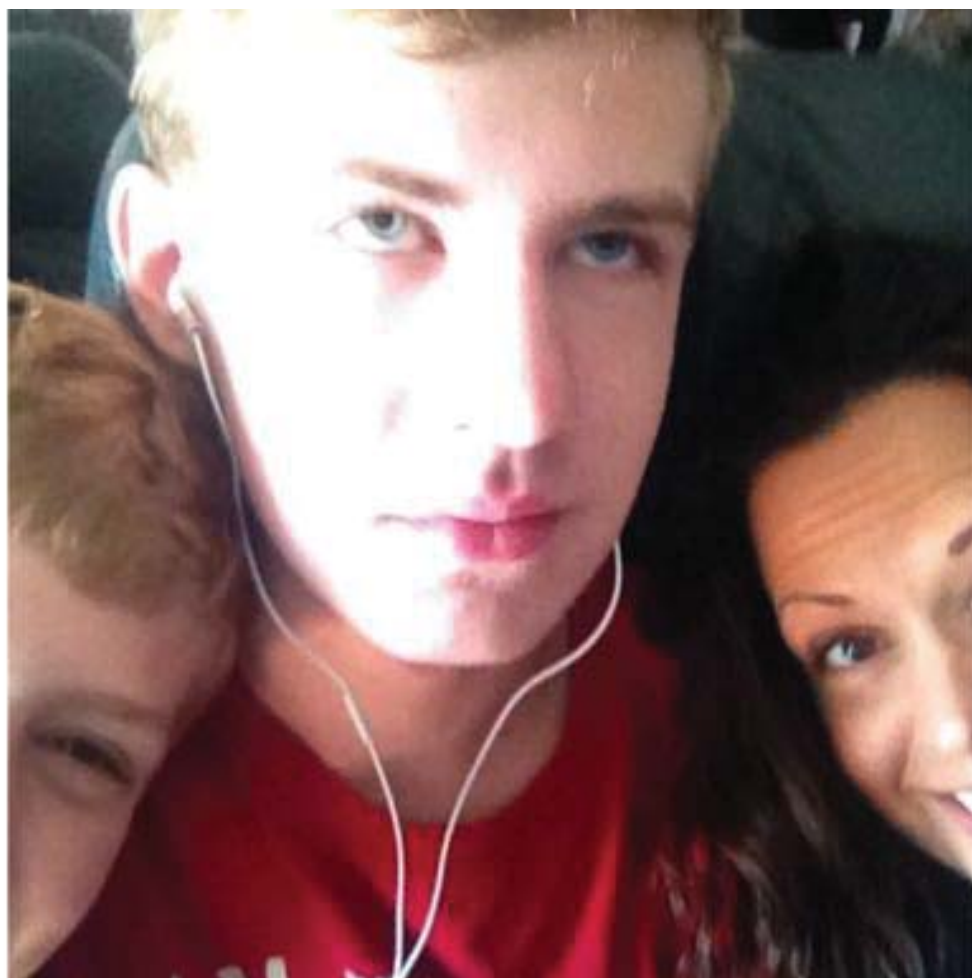
#21daysofthanks @busyasamother

Costa Rica



Day 10



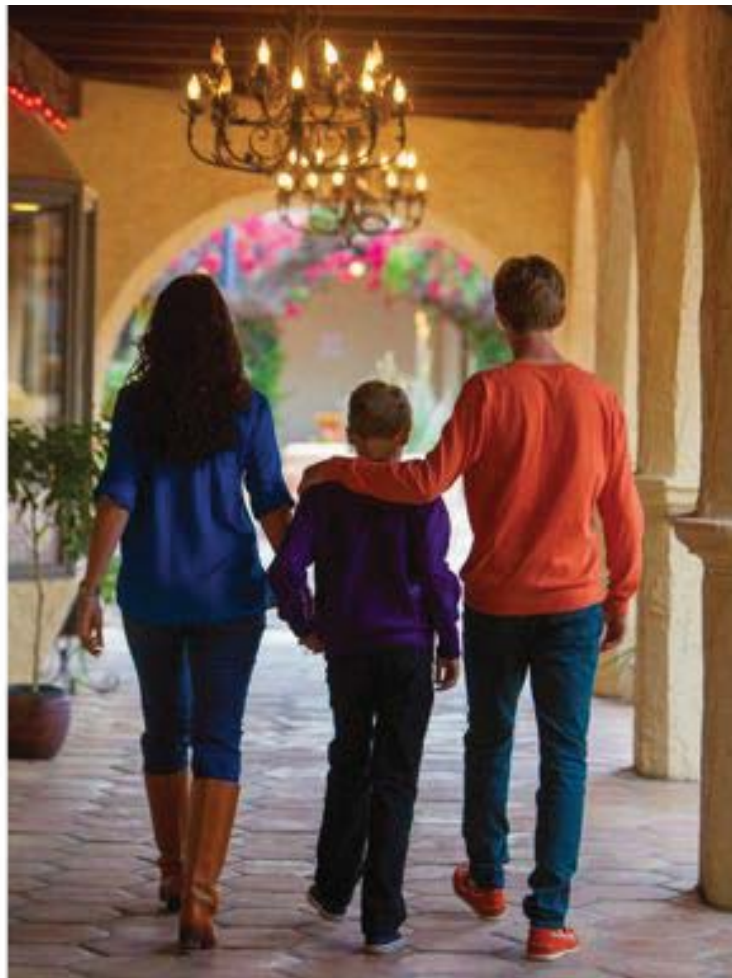












**Rage Against
What Is**



Peaceful Perspective

Takeaways

1. Create motivation for change by understanding what stress truly costs us (stop saying that it's not so bad).
2. Learn to flow with organizational and personal change.
3. Implement techniques to avoid being depleted by toxic situations and overwhelming people.
4. Prioritize and protect your self-care commitments.

Create motivation for change by
understanding what stress
truly costs us
(stop saying that it's not so bad).

**What does my reaction to
stress cost?**

Personally
Physically
Emotionally
Relationships
Professionally

Causes of Stress

- Relationship
- Co-workers
- Finances
- Work changes
- Death
- Management
- Kids
- Divorce
- Addiction
- Aging parents
- Sickness
- Mental illness

What does my reaction to stress cost?

Personally
Physically
Emotionally
Relationships
Professionally

My Top Three Costs

- 1.
- 2.
- 3.

Causes of Stress

- Relationship
- Co-workers
- Finances
- Work changes
- Death
- Management
- Kids
- Divorce
- Addiction
- Aging parents
- Sickness
- Mental illness

Can I get rid of these?

Can I control & change these people, places & things?

Causes of Stress

- Relationship
- Co-workers
- Finances
- Work changes
- Death
- Management
- Kids
- Divorce
- Addiction
- Aging parents
- Sickness
- Mental illness

Can I get rid of these?

Can I control & change these people, places & things?



I can only control how I react to them.

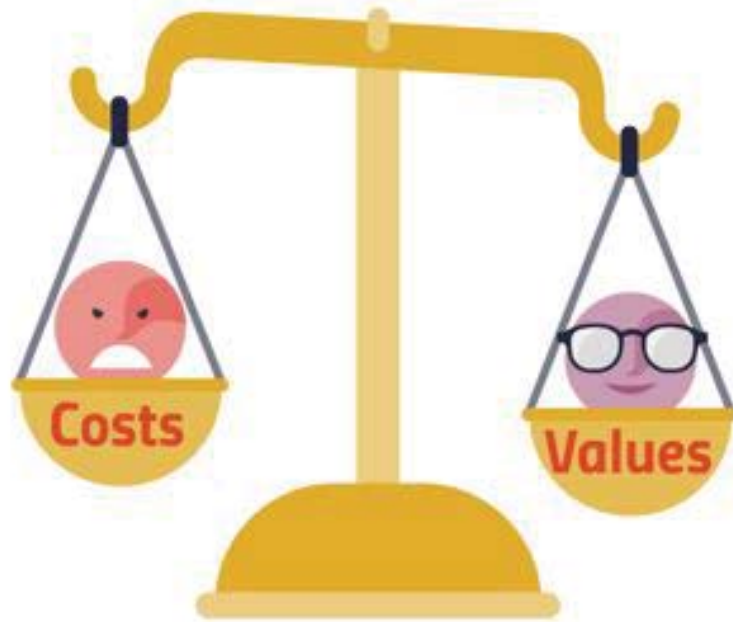


Costs of my reaction to stress

- 1.
- 2.
- 3.

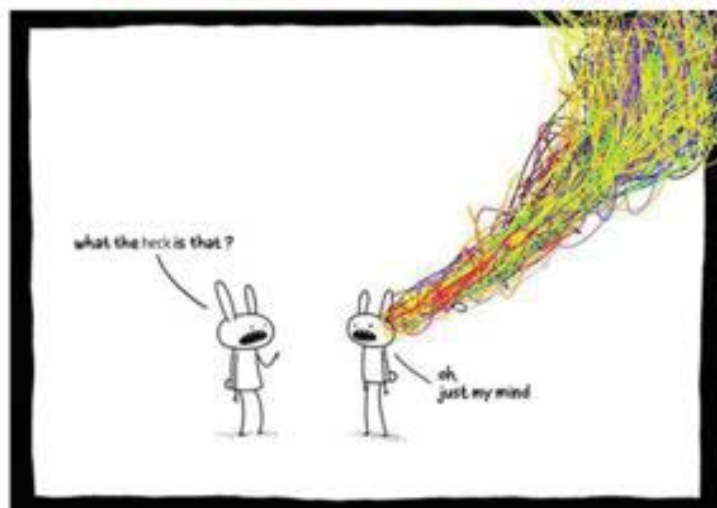
What feelings do I value?

- 1.
- 2.
- 3.



I will change when I prioritize the value of my feelings over the costs of my stress.

**Must change inner
world to change
outer world.**



To-Dos

1. Identify your three greatest causes of stress.
2. Identify three emotions that you value and want to create more of.

Learn to flow with
organizational and personal
change.

Leverage
emotional and physical self-care
to deal with change.

When we don't deal with change,
we usually create a toxic environment for
ourselves and others.

What is my cost when I
Rage Against What Is?

Who else pays?

Positive Psychology & Resilience Research



Blaming others
Venting, gossiping & complaining
Dwelling on the past
Controlling people, places & things



Experience gratitude
Practice optimism
Perform kind acts
Pursue forgiveness for self & others
Create meaningful connections

I cannot always control change.

What CAN I control in my life?

**Awareness - Reactions - Attitudes - Efforts
Physical and Emotional Self-Care**

To-Dos

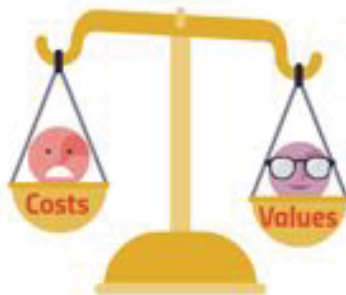
1. Determine two habits that you'd like to stop.
2. Identify two positive psychology and resilience practices you would like to incorporate into your daily life.

Implement techniques to avoid
being depleted by
toxic situations and
overwhelming people.

So you want to be in HR...

Emotional self-care

Physical self-care



Emotional Self-Care



Engaging in toxic behavior.
Making everything about you.
People pleasing.



Practice positive self-talk.
Prioritize what you value.
Choose reactions.
Send love and light to those who need it.
"Wow, what are you going to do about that?"

Physical Self-Care

Physical Activity

- More movement

Nutrition

- Less processed food/sugar

Stress management

- Meditation
- Mindfulness
- Journaling
- Exercise
- Hobbies

To-Dos

1. Create a daily reminder to replace one negative self-care habit with a positive one.
2. Identify one aspect of physical self-care that you would like to pick up.
3. Write down the easiest steps to starting.

Prioritize and protect self-care.

Pain makes people &
companies change.

Don't do that.

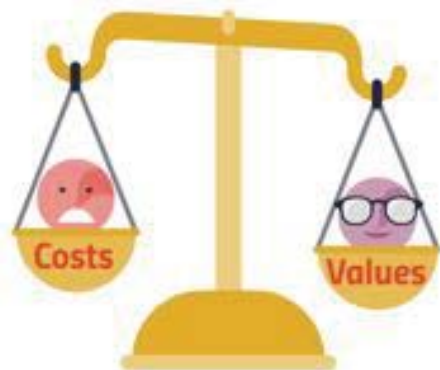
Party of One

Do you believe that your reactions to stress affect your own health and happiness?

Do you believe that your reactions to stress affect your relationships with loved ones?

Do you believe that your reactions to stress affect your work culture?

Do you want to do anything about it?

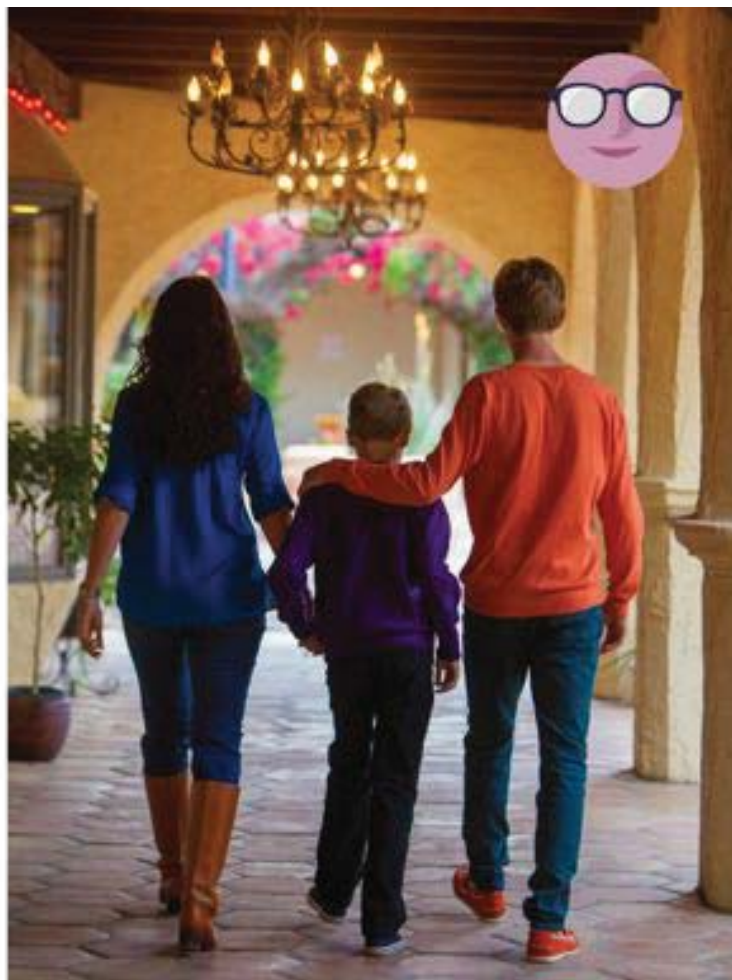


Create your nest as if it
REALLY matters.

- Emotional Habits
- Physical Exercise
- Nutrition
- Stress Management
- Community

To-Dos

1. Identify two obstacles to improving self-care.
2. Create two workarounds for each of those obstacles.
3. Draw out those workarounds.



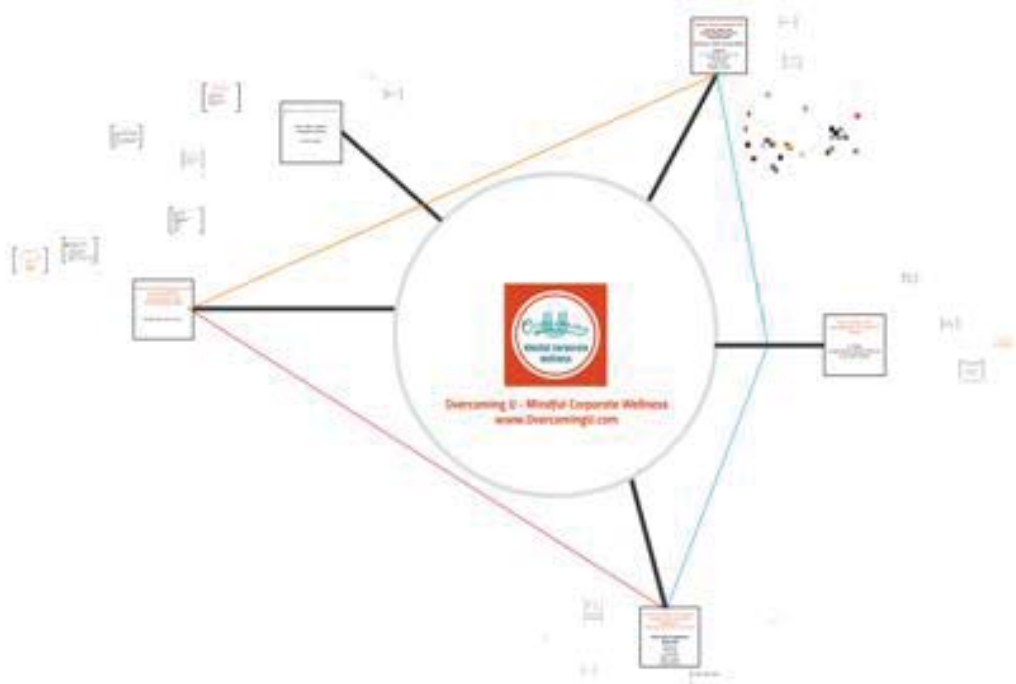
Questions?

Heather@OvercomingU.com

OvercomingU.com



Heather Sayers Lehman, MS



**There are No Trophies for Best Burnout:
How to Prioritize Self-Care for the HR Professional**