



VISIONARIES  
SUMMIT 2024

# Building Sustainability When Burnout Feels Inevitable

Gloria Chan Packer // Recalibrate



**Gloria Chan Packer**



# RECALIBRATE

modern, science-backed & realistic approach to mental wellness for busy professionals

- Mental wellness educator, TED speaker, former consultant (Engagement Mgr in Fortune 500 tech strategy & implementation)
- Founded Recalibrate in 2018 after unexpected medical battle & discovery of gap in everyday mental wellness for high achievers
- Headquartered in Austin, TX - Recalibrate has reached tens of thousands with its programming across global client orgs

**ATLASSIAN**



**Chevron**



**Humana.**

**GLG**

**everlywell**

**Uber**

**Canva**

**VISA**



**Outdoor Voices**

**box**



# today's agenda

- **education (15m)** science & psychology basics of burnout & boundaries
- **application (15m)** framework of tangible tactics to navigate burnout
- **connection + q&a (10m)**



# intended use disclaimer

The intent of this workshop is to educate & inform, not to provide medical direction or advice. We always recommend seeking individualized care from your own doctor or medical professional for all matters pertaining to your health. If you feel uncomfortable at any point in this workshop, please immediately disengage participation and notify the facilitator.



---

# education: basics behind burnout

# education: burnout basics

**Biology of burnout:** Prolonged fight-or-flight response

**Common signs & symptoms:**

- Physical and mental exhaustion
- Heightened emotional irritability and reactivity
- Energy level feels simultaneously anxious & depressed
- Feeling stuck, unlike self, or “off”

# education: burnout basics

## **common burnout triggers** {prolonged fight-or-flight response}

work stress

financial stress

injury / illness stress

caretaking / parenting / relationship stress

basic / core needs not met

triggers of past hardship

# education: burnout basics

**mindful self-management:**  
sneaky burnout behaviors  
& root cognitive schemas





---

**application: framework of  
tangible tactics**

# application: tactics for burnout

- ① **take daily inventory**
- ② **turn down your stress response**
- ③ **build better boundaries**
- ④ **check & adjust your resourcing**
- ⑤ **root into your resilience**

# application: tactics for burnout

## ① take daily inventory

How do I feel? What do I need? What do I notice in my body?

## ② turn down your stress response

- Importance of body language before mental work
- Movement + bodywork // Breathwork // Social connection // Play

## ③ build better boundaries

- Design specific to your situation – rarely one size-fits-all
- Buy time before responding (when setting & receiving)
- Clarify need, impact & action (& know not always a guarantee for your way)

## ④ check & adjust your **resourcing**

Like profitability, how is your equation? Which levers can you shift?

## ⑤ root into your **resilience**

Reconnecting to proven ability to navigate it all, to stabilize & empower self

# closing takeaways

- ① **Burnout & boundaries** are rooted in human biology; our skills in both will correlate to the sustainability of our work & personal lives
- ② Take **daily inventory**, complete **stress cycle**, **build boundaries**. check & adjust your **resourcing**, root into your **resilience**
- ③ **Remember mental wellness challenges are normal, common, and personally complex.** Take time, resources & responsibility to nourish.

# questions & comments

**Gloria Chan Packer**

**Recalibrate**

[gloria.packer@recalibratemind.com](mailto:gloria.packer@recalibratemind.com)

