



Booklet 4

**Getting a plan for
reversing burnout and
getting your life back
(and...how long does it take?)**

**By
Bernie the burnout goose**

Why do you need a plan?



Burnout is a complex condition

- It is complex in the way it develops with potentially multiple contributing factors
- It is varied in how it progresses, how it affects a person & how they react to it.
- It can be unpredictable how the burnout responds to each intervention

Unravelling burnout is a challenge. And one size does not fit all in terms of getting out of burnout. This underpins the need for an individual approach, a personalised plan and expert input/support.

The journey back to a life without burnout with the geese is steady and unrushed, highly tailored & sensitive yet also very focused. Our materials allow you to learn how to forge your own plan. This is backed up by optional coaching for some real leverage and extra support along the way.

What happens with no plan ?



A burnout plan must involve a number of stages. Each stage builds on the previous and so missing out any stage leaves a person vulnerable to a range of typical burnout patterns. Here are just 4 of them:

Cyclical/repeating burnout

Underground/concealed burnout

Oscillating burnout

Chronic plateau burnout

Quick fixes do not work with burnout. That said - a properly thought through plan can almost instantly put light at the end of the dark burnout tunnel. Our clients often report within a week or two that they are feeling better. They are not out of burnout yet of course - but the relief is palpable. A reassuring structure to follow really helps.

Everyone with burnout - wants to know... exactly how long it will take to get out of it!

Well - how long DOES it take?



It is really tempting to say “how long is a piece of string?” but that is not terribly helpful. One can view it in “6 stages” (or even get a visual picture of it in “distance”)

Identify 5/10m

Face up to 30/60m

Assess and explore 60/120m

Learn 700/1000m

Implement 1000m

Maintain 3000m

Many people want to jump to “implement” in utter desperation to get rid of the many awful symptoms that are ruining their health & enjoyment of life. But this is in fact the most ineffective way to address burnout. It nearly always prolongs it.

A structured approach is the way forwards for by far the majority of burnout sufferers. *(Try exchanging metres for minutes spent!)*

But why a plan - why not a holiday ?

Burnoutees are weary - very **VERY** weary and their concentration is shot to bits. They have zero energy to put to anything “extra” and are sceptical about pretty much everything. Because of all this even the simplest suggestions may fall on deaf ears/stoney ground or meet with excusitis.

Well intentioned sticking plaster methods (eg holidays) are often used to reverse burnout but may have the opposite effect. And when it is found they don't work this...

- Feeds discouragement
- Embeds disbelief of a recovery option
- Shows that yet one more attempt to escape from burnout has failed

If a person is exhausted, cynical & feels they are not achieving anything (the 3 key features of burnout) they won't suddenly find loads of energy to follow tips, a plan or taking on anything extra whatsoever.

So how to get a plan?



This is the catch 22 in burnout : the person desperately wants out of burnout and to return to their life as was... before burnout. But they have no energy to devote to it, no methodology, no help & precious little faith that anything at all can be done.

Sounds pretty hopeless huh?

But the geese are very VERY patient. We know full well that burnout can be extremely **daunting** & **damaging**. We totally get that there is immense inertia, difficulty & procrastination in getting off the starting block (or even “to” the starting block).

And so our approach is several pronged

- To focus on bite sized learnings
- To be understanding and supportive
- To gently guide - not tell or drive
- To show the way and hold the hand (until that is no longer needed)

10 things a plan with the geese achieves

- A clear start point and stages to aim for
- Plenty of structure to follow
- A route map in case of getting lost
- Relief that there is now a pathway
- Reassurance along the journey
- Realistic expectations of time frames
- Learning fundamentals first (prevents recurrence longer term)
- Foundations from which creative (& often amazing) solutions can emerge
- A sense of belonging to the flock
- Encouragement to consistently take heed of burnout and kick it into touch.

In short - the geese put a tried and tested flight path into the mix - one that if followed - eases a person out of burnout and back into a balanced life.

If you have been tolerating burnout - you don't have to do that any more.

Now for the top 6 excuses!

1. I don't have time to plan
2. I can't stop work
3. I can't take sick leave
4. I don't want to let others down
5. I can't speak to anyone at work
6. I can't afford your programme

We won't regale you with our in depth answers to these right now - but - we have some reeeeeeeally good counter points on ALL of them - here they are in miniature:

1. *What - 5 or 10 minutes **a week?***
2. *You don't have to*
3. *There are alternatives but if you need it you need it - your health may be at risk*
4. *You are already letting others down*
5. *OK - agreed.....some diplomacy and careful strategy may be needed here*
6. *You probably can't afford not to do it*

We don't mince our words eh?

Finally

The Geese would like to thank you from the bottom of our beaks for reading all this. We realise that burnout is like “wading through treacle mixed with quicksand” so we think you’ve done well to get this far.

We trust that we have clearly shown you some reasons behind the need for structured, supported planning as the primary way for resolving burnout. We do hope so.

We look forward to working with you on your burnoutsoon

Honk honk for now

Bernie 

*In a lake or tree
Somewhereshire
BGHQ*



The team

APPX : Booklets in this series

1. *I've done the test - now what?*
2. *10 reasons it is hard to tackle burnout*
3. *What does having burnout cost/lose?*
4. *Getting a plan for reversing burnout*

Reading one or more of our booklets means you are already on the Burnout Geese learning journey. Your grasp of burnout & how to resolve it is now better than it was before coming to the geese. Great groundwork.

We have more to offer:

Workbooks

Training programmes

Coaching

We recommend booking in for an “[assess and explore](#)” discussion as the next step.