

Burnout Prevention

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[annotations by David Pomeroy MD, host of the podcast ADHD Focus]

Consider pausing to create your own Personal Burnout Prevention Plan; Include both things that you can do and what your organisation can offer by way of reasonable adjustments.

In US, if informal adjustments are not working, consider asking for accommodations under the Americans with Disabilities Act (ADA), which has its own set of challenges.

1. 'Vomit' ideas for EACH of the categories, recording them on paper.

The WHAT. Brainstorming. No order. Not an outline. Add items as you think of them, no expectation of doing it at one sitting (or standing).

2. Identify a minimum of 3 strategies for each area that you think will best support you to avoid burnout across each of the 10 categories.

Working with a coach can help here. Or ask an ai program, get some ideas started. Anything is better than nothing. Final product the first time is NOT the goal.

3. Create a timeline for executing, evaluating and reviewing the plan that suits you. Plot the dates on your calendar.

The WHEN

Work with coach, counselor, support group, or trusted friend here because time estimation is a big challenge for the ADHD mind.

4. Share this plan with a loved one [or therapist, coach, support group] for accountability and input.

Only if they are non-judgmental and have some understanding, or at least empathy, for your ADHD.

EFFECTIVE BURNOUT PREVENTION includes consideration of all ten of these domains:

1 Demand vs Energy Management

2 Work-Life Boundaries

3 Rest and Recovery

4 Physical Wellbeing

5 Mental & Emotional Health

6 Social Connection

7 Meaning & Purpose

8 Organisational Culture

9 Early Warning Systems

10 Resources & Support