Let’s Get Real With Resolutions

Solutions for **FOCUS** and **BURNOUT**
8 in 10 Employed Americans are Stressed

Up 10% in just ONE YEAR!
According to Work Stress Survey

70% are Disengaged
According to Gallup Poll
Increased Demands, Endless Tasks & Never Enough Help

Image Source: Inc.com
You Have to Perform Like a Squirrel on Caffeine to Keep Up With the Demands!
To Lighten the Subject a Bit
The 12 Stages of Burnout

STAGE 1 – Excessive Ambition
The 12 Stages of Burnout

STAGE 2 – Push Yourself to Work Harder
The 12 Stages of Burnout

STAGE 3 – Neglecting Personal Care & Needs
The 12 Stages of Burnout

STAGE 4 – Displacement of Conflict
The 12 Stages of Burnout

STAGE 5 – Changes in Values to Validate Self Worth
The 12 Stages of Burnout

STAGE 6 – Denial of Problems & Blame
The 12 Stages of Burnout

STAGE 7 – Social Withdrawal
The 12 Stages of Burnout

STAGE 8 - Obvious Behavior Changes

There’s no time to explain
The 12 Stages of Burnout

STAGE 9 – Confusion of Identity
The 12 Stages of Burnout

STAGE 10 - Inner Emptiness
The 12 Stages of Burnout

STAGE 11 – Depression Sets in
The 12 Stages of Burnout

STAGE 12 – Mental or Physical Collapse
How do we end the cycle?

What if we could alter...

- How we see ourselves?
- How others perceive us?
- How we process challenges and manage our day?
Stress, Burnout & Physiology

Fight or Flight Response $\rightarrow$ Adrenaline & Cortisol

Frontal Cortex (Executive Center) Becomes Paralyzed
Stress, Burnout & Physiology

Chronic Stress or High Stress Raises Cortisol
Frontal Cortex (Executive Center) Becomes Paralyzed

Reduced Attention
Lower Perception
Emotional Distress
Poor Nutrition
Sleeplessness
Stress, Burnout & Physiology

Chronic Stress or High Stress Raises Cortisol

Cellular Changes in the Brain

Shrinks Hippocampus
(memory center)

Amygdala Hijack
(emotional center)
Persistent Stress Changes Brain Architecture

Normal

Typical neuron—many connections

Toxic stress

Damaged neuron—fewer connections

Prefrontal Cortex and Hippocampus

Dynamic Brain Changes During Stress

Resilient Coping

Risk Coping

VmPFC

Z = -18

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The Effects of Negativity Meditation on Fear, Bad Feelings & Stressors

Days = Mood

Months = Temperament

Years = Personality Trait
Six Keys to Avoid Burnout
Six Keys to Avoid Burnout

Take control!
Exercise and Respite
Learn Ways to Manage Stress

Make a Written Plan
Prioritize Your Life & Job
Sow into the Lives of Others
THE COMMON DENOMINATOR - Will you REIGN or just MAINTAIN?

Investing in WHO YOU ARE will yield massive improvement in ALL 6 AREAS LISTED. Yet the vast majority SKIP the “YOU” and expect success by simply maintaining the other 6... Result?... Frustration & Burnout

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Things I Can’t Control

- Choices/Actions of Others
- Feelings/Opinions of Others
- Adversity and Societal Chaos

VS

Things I Can Control

- My Choices & Actions
- My Attitude & Behavior
- My Schedule & Efforts
- My Response to Adversity
Retraining Your Brain

Changing Mindsets
New Neural Pathways
400 Billion Actions P/S
1,000 Trillion Synaptic
Neural Pruning
60,000 Thoughts Per Day
CASE STUDY
“Janice”

27 Yrs Administrative Asst. for One Company
400 Employees
Passed Over 3+ Times

Feeling Invisible & Burned Out
CASE STUDY

“Janice”

Made a Decision
Invested in HERSELF
Intrinsic Growth
Extrinsic Learning
THE COMMON DENOMINATOR - Will you REIGN or just MAINTAIN?

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3 wks – Co-Workers Noticed
5 wks – Bold Steps
12 wks – Orientation Program Launched
1 Yr – Orientation & Prof Development Team Leader
2 Yrs – Executive & Employee Mediator
2.5 Yrs – Training for Exec Leadership

Time to think about SUCCESS
“All personal breakthroughs begin with a change in beliefs.”
— Anthony Robbins
The Power of Your Inner Life

- Jim Carrey
- Olympian Training
- “As a man thinks, so is he”
- The Power of YOUR MIND
Henry Ford said, “If you believe you can or if you believe you can’t, . . . You’re right.”
Restoring Focus
Reducing Stress
Take Control - Brain Dump & Prioritize!
Prep for the Week & Then for the Day!

15 Minutes Friday
5 Minutes at each Day’s End
Create a Distract Free Zone

Shut OFF Alerts
Schedule Check Times
Negative Addictions

Ask Yourself:
Benefits?
Use of Time?
Effects on YOU?
Intentional Thinking

- Motivation & Growth DAILY!
- Stick to Core Values or Vision
- Stay Detached
Don’t have time?

12,000 Miles per year = 2 Yrs College Education

10 Minutes per day = 20 - 200 pg Books per Year
Meditation on Fear, Bad Feelings & Stressors

Days = Mood

Months = Temperament

Years = Personality Trait
Meditation on Love, Gratitude & Success

Days = Mood

Months = Temperament

Years = Personality Trait
Walk Break Every 60-90 Minutes

BRAIN AFTER SITTING QUIETLY

BRAIN AFTER 20 MIN WALK TRIGGERING ENDORPHINS

Scan compliments of Dr. Chuck Hilman University of Illinois
Evaluate Length of Meetings

Why 1 Hour?
Why not 15-30 Minutes?
Hold Standing Meetings

Standing meetings
Are interactive and
Get to the point!
Schedule Walking Meetings

MEETINGS?

3 REASONS TO WORK THEM INTO YOUR SCHEDULE

1. CAN MAKE YOU MORE PRODUCTIVE
2. CAN HELP YOU DE-STRESS
3. CAN INCREASE ENERGY & FOCUS

5 SURPRISING THINKERS WHO SPOKE ABOUT THEM

ARISTOTLE
Instructed students while strolling about—what fits with his students being called "Peripatetics."

SIGMUND FREUD
Conducted walking consultations and analyses. Freud conducted his first training analysis through a series of evening walks.

STEVE JOBS
Made a habit of the walking meeting, especially for first encounters.

HARRY S. TRUMAN
Walked up hill in the morning for a "vigorous" walk of a mile or two. "Walking a business suit and tie!"

CHARLES DICKENS
Frequently walked around 20 miles a day and often did so at night. Walking was a means of both observing the cities around him and de-stressing.

Michelle L Steffes, CPS, CPLC
A Leader In Performance Transformation
Turn “To-Do’s” into Scheduled Tasks

Scheduling

Be REALISTIC about Time Allotments
Work on BIG Tasks EARLY

Scheduling

To Avoid Daily DISTRACTIONS
The TWO Minute Rule

If a task takes less than 2 minutes, finish it immediately!
Accountability

Share your goals and intentions with someone. Just verbalizing commits you.
Practice Compassion

"People don't care about how much you know until they know how much you care." - Theodore Roosevelt
Your Journey to Greatness Through Routine

Over 10,000 hours studies!
A Comprehensive Step by Step Guide to Creating a Success Routine (223 pages)
Event Price Special!
$20 (includes tax)
ACCOUNTABILITY - REVIEW

- Write Your Name and Email Address
- One or Two insights that you will apply
- Make a note of it
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