

BURNOUT

A Guide On How To Avoid Burnout And Take Back Control.



Kristian Livolsi

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A NOTE FROM THE AUTHOR



Thank you for downloading a copy of BURNOUT. I know you will find this guide useful and I welcome you to share it with others that need it.

I am a trusted advisor and growth strategist to many CEOs and I have the privilege to serve them and support them. Many come to me for business advice and growth strategies, but the underlining issues are the invisible unspoken pain points that lead to burnout, exhaustion and fatigue.

My purpose is to change the world one person at a time starting with me so that I can help others become the very best version of themselves. Having experienced first-hand the impact of fatigue, exhaustion and burnout, I fully understand these invisible pain points. I execute practical methods and tips for my clients so they can overcome the risk and avoid the burnout.

You see, I focus on my clients so they can focus on their business and their team. Along the journey I also help them increase their profits, improve workplace culture and become a more diverse and inclusive leader. As a by-product, they take back control, grow their business, create more freedom and more time for themselves and their family.

In this guide I will provide you with seven of my insider tips so you can start to implement these proven and effective solutions to break the cycle and take back control.

I have also included a bonus for you right at the end that will supercharge your mindset and provide you with abundance and prosperity.

Live with purpose,

A handwritten signature in black ink that reads "Kristian Livolsi". The signature is written in a cursive, flowing style.

Kristian Livolsi

ITS TIME TO TAKE BACK CONTROL

Everyone will experience fatigue, exhaustion and a form of burnout in their lifetime. No one is immune.



The land of burnout is not a place I ever want to go back to.

- Arianna Huffington -

The content of this guide applies to teenagers, students, corporates, tradies, CEOs and entrepreneurs.

Jack Canfield said,

"You only have control over three things in your life – the thoughts you think, the images you visualize, and the actions your take."

Lets go!!



Are you exhausted, struggling or not quite able to get going? Are you unsure if you are?

Burnout is a workplace issue, it's not just in your head.

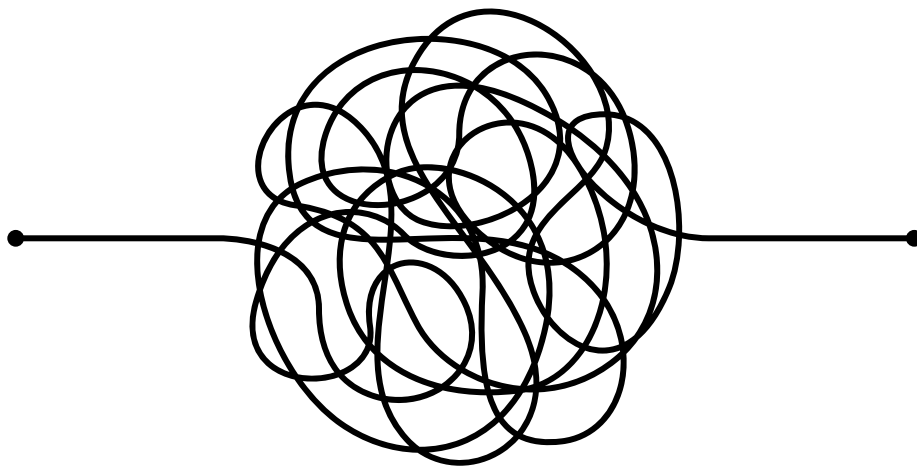
Emotional exhaustion and the mental load can be fought by decreasing demands, increasing support and taking back control.

That unspoken and untold feeling of not being able to get going is a familiar story. Yes its very common amongst CEO's and even more so from the ones that put up a great public front – the brave face as so to speak. We have all been there at one point or another and for many it can be the end.

Many CEOs I work with find it hard to speak about these invisible pain points of burnout, exhaustion and fatigue, regardless of their gender.

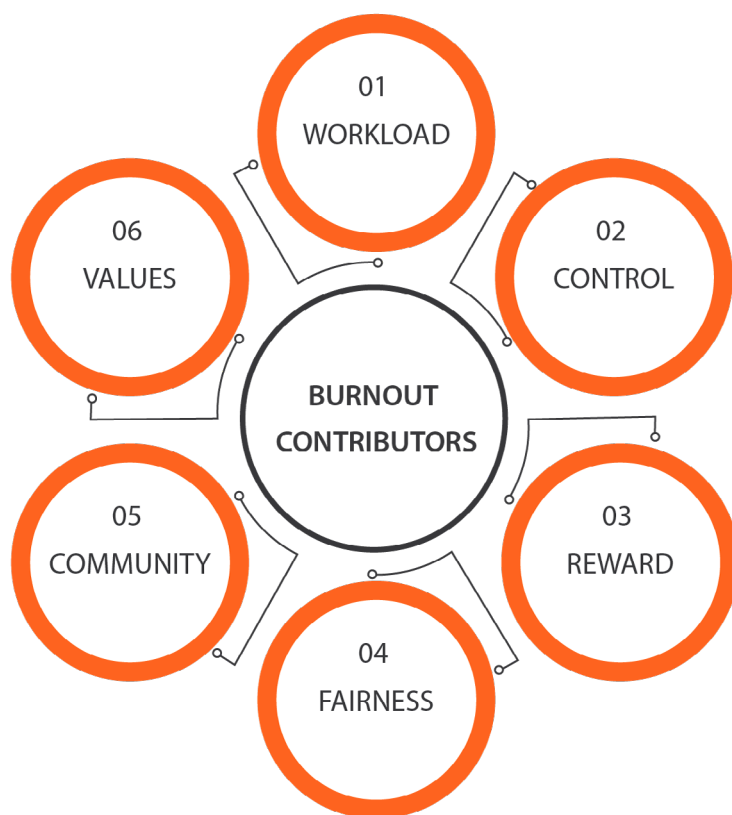
For some they have lost interest in what they are supposed to be doing, many are overwhelmed with their workload and they are disengaged with leading. They are tired, ambivalent, stressed, cynical and overextended. Does this sound familiar?

Studies have shown that 54% of CEOs have reported being exhausted!! That's more than half! So if this is you, you are not alone.



BURNOUT IS A REAL WORKPLACE ISSUE

THE SIX COMMON CONTRIBUTORS TO BURNOUT



From my research and experience, CEOs are frustrated with their circumstances. They spend long hours at work or at functions, they miss out on important family time and watching their children grow up. Their relationships are often dysfunctional. They suffer from hypertension and stress and more often than not it all goes undiagnosed until it's too late.

Some of the symptoms generally witnessed are;

Emotional drain

Mental instability

Nausea

Manic behaviour

Lack of reasoning

Sleep deprivation and disorders

Frequent head colds

Poor decision making or lack thereof

Forgetfulness and difficulty concentrating

Lack of energy

Constantly tired

Diminished pride in your work and life

Frustration and irritability

Unexplained pain and muscle tension.

BURNOUT CHECKLIST

If you are feeling alienated, underappreciated, ostracised and underperforming then these too are symptoms of burnout.

BURNOUT CHECKLIST	Y	N
Have you become cynical or critical at work?		
Do you drag yourself to work and have trouble getting started?		
Have you become irritable or impatient with co-workers, customers or clients?		
Do you lack the energy to be consistently productive?		
Do you find it hard to concentrate?		
Do you lack satisfaction from your achievements?		
Do you feel disillusioned about your job?		
Are you using food, drugs or alcohol to feel better or to simply not feel?		
Have your sleep habits changed?		
Are you troubled by unexplained headaches, stomach or bowel problems, or other physical complaints?		

If you answered yes to one or more of these questions you may be experiencing burnout and should consult a doctor or mental health provider.

Lets take a deeper self-reflective approach with the following questions...

HOW DOES IT MAKE YOU FEEL READING THIS LIST?

LIST YOUR EXPECTATIONS YOU SET FOR YOURSELF? ARE THEY ACHIEVABLE OR REALISTIC?

POSSIBLE CAUSES OF BURNOUT

According to the Mayo Clinic Possible causes of burnout include;

Lack of control. An inability to influence decisions that affect your job — such as your schedule, assignments or workload — could lead to job burnout. So could a lack of the resources you need to do your work.

Unclear job expectations. If you're unclear about the degree of authority you have or what your supervisor or others expect from you, you're not likely to feel comfortable at work.

Dysfunctional workplace dynamics. Perhaps you work with an office bully, or you feel undermined by colleagues or your boss micromanages your work. This can contribute to job stress.

Extremes of activity. When a job is monotonous or chaotic, you need constant energy to remain focused — which can lead to fatigue and job burnout.

Lack of social support. If you feel isolated at work and in your personal life, you might feel more stressed.

Work-life imbalance. If your work takes up so much of your time and effort that you don't have the energy to spend time with your family and friends, you might burn out quickly.



RISK FACTORS & CONSEQUENCES OF BURNOUT

There are several risk factors that increase the likelihood of burnout if;

- You identify so strongly with work that you lack balance between your work life and your personal life
- You have a high workload, including overtime work
- You try to be everything to everyone
- You work in a helping profession, such as health care
- You feel you have little or no control over your work
- Your job is monotonous

Like anything there are consequences to burnout and according to the Mayo Clinic burnout can have significant consequences if ignored and unaddressed and they include;

- Excessive stress
- Fatigue
- Insomnia
- Sadness, anger or irritability
- Alcohol or substance misuse
- Heart disease
- High blood pressure
- Type 2 diabetes
- Vulnerability to illnesses

POWER OF VULNERABILITY

It's critical to understand that you don't need to throw it all away to improve things. It only takes a few small changes to make huge improvements.

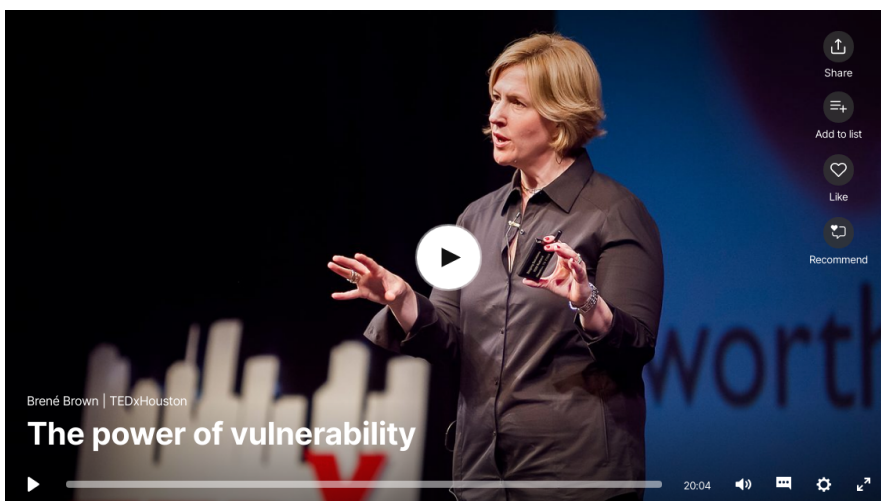
Too often CEOs think they have to go at it solo. They alienate themselves from their leadership team and their family because they can't appear to be weak!!! This is a myth; vulnerability increases your ability to be authentic and authenticity is known to improve workplace culture and increase support.

One of my favourite Dr Brene Brown quotes reads;



“Vulnerability is not winning or losing; it's having the courage to show up and be seen when we have no control over the outcome. Vulnerability is not weakness; it's our greatest measure of courage.” “People who wade into discomfort and vulnerability and tell the truth about their stories are the real badasses.”

Here is a link to Dr Brené Brown TED Talk The Power of Vulnerability.



THE PREVENTION AND RECOVERY TACTICS

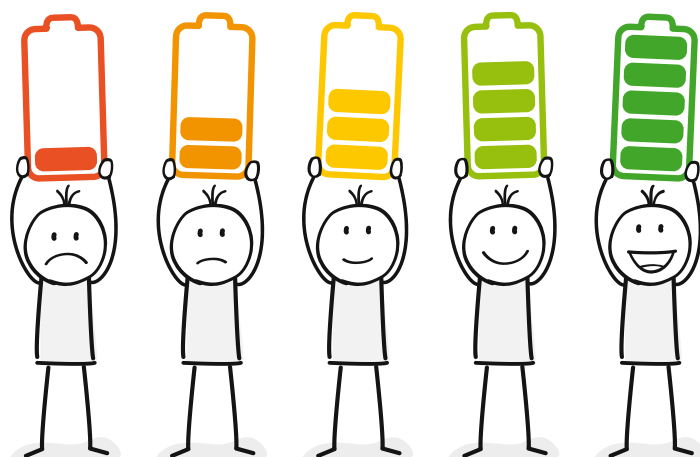
Burnout is a workplace issue, a statement supported by the World Health Organisation and using your time differently will not prevent it. To avoid burnout, you need to live your purpose, be true about your personality, your body and your reality.

Its not about the dream job, the big house, the fancy car, the social status or the school your children go to!! Yeh this is a thing for some people. It's not even remotely related to the amount of money you make, shareholder sentiment or respect. It's about your overall life, your values, your purpose, your interests and your ability to align your will and your humility.

Here are the 7 insider tips that will help you on your journey.

- 1 Give yourself PERMISSION to step away
- 2 Find your PURPOSE.
- 3 Your BODY
- 4 Your REALITY
- 5 REDUCE Demands
- 6 Get HELP and Increase SUPPORT
- 7 Human CONNECTION

In the following pages I provide you with an overview and actions you can take.



1. GIVE YOURSELF PERMISSION TO STEP AWAY

This sounds simple but is often avoided. Giving yourself permission is a choice and you are entitled to make it.



Dream and give yourself permission to envision a YOU that you choose to be.

- Joy Page -

It's ok to step away regardless of your limiting beliefs - your company will still be there in five days time. If you think it won't then you really need to hire an advisor to support you through this process or perhaps it's time to concede and shut up shop. What will it be?

None the less I recommend you give yourself permission and take five days off and spend it with the people that you care about the most because they are worth much more than your business. Being around people that matter to you provides you with perspective and often leads to clarity. In the end what is your purpose?

The first time I meet with prospective clients they often tell me how little time they have with their family and friends. I look at them in the eyes and stay silent for a moment and this generally makes them uncomfortable, and then I ask them; is it because you don't like them, or because they don't like you?

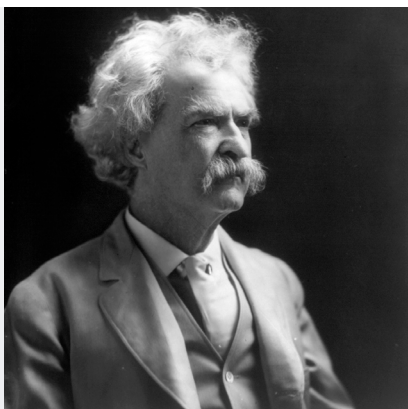
Generally, many get defensive because now they are vulnerable, and people think vulnerability is weakness and this is wrong. Vulnerability is in fact our greatest strength and to build your resilience you need to be vulnerable.

They're are two common reactions from this exercise, one the dream client awakens, because they realise all their doing is making excuses. For others the exercise is so confronting, that they decide I am not the right fit. I am ok with that because if they can't see they are bullshitting themselves then they don't deserve my time because they sure as hell wont do the work.

The point is - only you can give yourself permission to do what you need to do to get shit done!

So right now, give yourself permission and practice what I am sharing with you. It made a difference to me and now my clients, so I know it can do the same for you.

2. FIND YOUR PURPOSE.



The two most important days in your life are the day you are born and the day you find out why

- Mark Twain -

The importance of a clearly defined purpose is widely acknowledged; however, it is not always easy to clearly define what your purpose is.

The first and most basic point to understand is exactly what is meant by purpose. You may have heard it referred to as your 'why' – which is great, but it poses the same question. What is your why? Essentially, it's your reason for doing or creating something.

Your 'why' is what gives you a sense of determination. It's what gets you motivated, and keeps you motivated. Your purpose, the reason why you do something, is what makes you outcome driven.

Uncovering your purpose means you are able to take action, and you are able to take action because when you know what your purpose is, you understand the meaning behind everything you do.

Understanding your purpose matters because it is the answer to taking back control, especially when you are faced with times in your life when you lose your way. But when you are lost and you have purpose, you can always find your direction again.

To learn more about finding your purpose check out Episode 12 of my podcast where I dive deeply into Who You Are – Purpose, Leadership and Bravery.



3. YOUR BODY



take care of your body. It's the only place you have to live.

- Jim Rohn -

Give your body what It needs!!! Now that's easier said than done but there will come a time when your body will give up on you. For some it's as simple as weight gain and for others it can result in a stress related illness or worse.

There are three universal things you can do to facilitate restoration and they are, moving, eating and sleeping.

Movement is critical to your long-term survival. Notice I didn't say exercise, because this is normally associated with pain! The key is movement and regular movement. This allows your body and mind to recalibrate and align. Improving your mental health requires about 20-30 minutes of continuous movement, but as little as 5 minutes of outdoor movement can have a meaningful impact on our phsycology. Movement also helps remove negative energy from the body and this helps lighten the load.

What you **eat** is important and this applies to food and drink. Many CEOs are known to overeat and consume excess alcohol. What you put in your mouth will impact your mood and energy. I have battled with food and drink my entire life and as a result my weight has fluctuated significantly. What I have discovered is to avoid foods that make me feel tired and too full, for example carbohydrates and sugar do me more harm than good so I avoid them. I drink alcohol only a few times a week so that I maintain clarity and sleep better. So, assess what you are eating and drinking and how it makes you feel, then make the necessary changes to avoid the negative impact on your mood.

More recently to combat my weight I have practiced several forms of fasting and I have finally uncovered one that works, and that I can maintain. This is different for everyone and please consult your clinician before tackling fasting. I have settled for 48 hours fast once a week followed by 18:6 intermittent fasting for the remainder of the week. On the intermittent fasting days, I have also regulated my calory intake. This process allows me the flexibility to still indulge in a long lunch once a week, date night with Lucy and a weekend activity with friends.

So we have covered movement and eating so let's talk sleep. Improving **sleep** quality is the simplest way to reduce fatigue, regulate your mood and clear your brain. It's also helps in reenergising your cells, which is fundamental to avoiding burnout, let alone overcoming one. Getting the right amount of sleep differs from person to person and it can range between 6 and 10 hours depending on your needs. The key is to reach the point where you feel alert for most of the day. For me the ideal time frame is 6 hours, but I can perform with less when required.

4. YOUR REALITY

Mustafa Ali said “People like things that make sense to them; your perspective is your reality.”

What you can actually change and the resources to meet your needs are critical to preventing burnout. Your circumstances around workload and the mental load play a significant role in burnout.

If you are unsupported, unappreciated and feel unsafe then this too causes exhaustion and fatigue which can lead to burnout. If this is your reality, then you must decide to remove yourself from those circumstances or modify your expectations. You could stop expecting satisfaction and rewards in your workplace and replace it with external interests and hobbies that supplement this need.

The key to avoiding the mental and physical drain on yourself, is to invest time in things outside of your work environment and surround yourself with people that support you and invest in you. This is where a mentor, advisor or coach can play a significant role in your wellbeing.

“Each thought you have informs your energy, and your energy manifests into your experiences. Your thoughts and energy create your reality.” – Gabrielle Bernstein

Some simple things that you can do to regulate your reality is too breathe, have breaks and practice mindfulness.

Breathing, is critical and very empowering. We rely on oxygen to survive and our cells and organs depend on it. Doing intensive breathing exercise has many benefits and I recommend the Wim Hof breathing app for guided breathing. Its free and it only takes 10 minutes. I find it rewarding and enjoyable and it's one of the best tools in my toolbox.



Breaks - take 5 mins for every 20 minutes of focused work. Stretch your legs and get out of your environment. This will make you more productive and help you retain more information.

Practice Mindfulness daily as this will help you manage your emotions and give you clarity, especially during a crisis. Mindfulness is a practice and driven by three key components, Intention, attention and attitude. When you practice mindfulness, your thoughts tune into what you are sensing in the present, rather than rehashing the past or exploring the future.

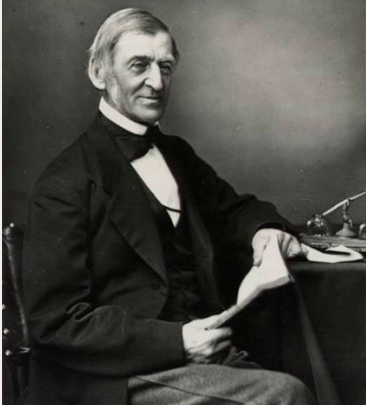
I recommend apps such as Headspace, Calm and Smiling Mind



HEADSPACE



5. REDUCE DEMANDS



The health of the eye seems to demand a horizon. We are never tired, so long as we can see far enough.

- Ralph Waldo Emerson -

This is about structural change and by this, I mean decreasing your load. Start by reviewing your role, the tasks you must perform and the outcomes you need to achieve. Once you have the exhaustive list determine what you must keep, delegate or delete. Once you have done this process you can systemise and automate, and this will reduce your demands.

Too many CEOs get caught up with the ideology that more is better, and more is your duty!!! Wrong! In fact, less is more because as a CEO it's about strategy and leadership and for this, you need less tasks and more thinking time.

It's also important to note that reducing demands increases control. A good evidence-based technique that will help you increase control by helping you regulate emotions particularly when you are feeling overwhelmed is reappraisal and distraction. Rather than being overwhelmed reframe your challenge into an opportunity and refocus. A good example is a new CEO who is feeling daunted by the challenge of delivering a pitch might reframe it as an opportunity to build a new skill.

It's also important to consider the people around you and their impact. Zig Ziglar said **"The person who dumps garbage into your mind will do you considerably more harm than the person who dumps garbage on your floor, because each load of mind garbage negatively impacts your possibilities and lowers your expectations."**

6. GET HELP AND INCREASE SUPPORT



humble people ask for help.

- Joyce Meyer -

This can be in the form of hiring a business advisor, coach, mentor or clinician. Depending on how far down the burnout track you've come. You cannot expect to do it alone.

Jimmy Barnes in his tell all interview for 60 minutes said "I used to think that if someone asked for help, they were weak. But the toughest thing I ever did was reach out and ask for help. And that was when I started to heal."

Many top performing CEOs attribute their success to their advisors, coaches and mentors - It's not a secret. How many world champion athletes in the world have coaches? From Olympic athletes to political leaders, the best of the best have a coach. So why should business leaders be any different.

Make sure you find someone who has been there, understands the journey, has failed and succeeded. Business as usual is hard enough for most business owner. You need to find someone who has captained a ship through the storms before. This will give you the very best chance to thrive rather than just survive.

Serial entrepreneurs are amongst the very best advisors because they have sailed the ship into many storms. They put themselves under enormous pressure and have built remarkable resilience.

For many CEOs this is where they fail. They will not seek out help and they will try to steer their ship on their own. You were not born to do this on your own. Consider your individual situation by reviewing the implication such as finances, your team, your family, your emotions and your customers.

This is about clarity, direction and support! Give yourself the very best opportunity possible to navigate away from the risk and back into control by having a sounding board and a fresh set of eyes.

If it's a financial constraint, join a mastermind group. They start from as little as a thousand dollars a month. This peer to peer mentoring has many advantages beyond a low entry cost. It allows you to engage with other CEOs who share similar experiences, and this helps build human connections.

READY TO TAKE BACK CONTROL AND ACHIEVE SUCCESS WITH THE GROWTH MASTERMIND ?

Schedule your free 30-minute discover call with Kristian Livolsi today to learn about the ways we and the GROWTH MASTERMIND can help you and your business.

[APPLY NOW](#)

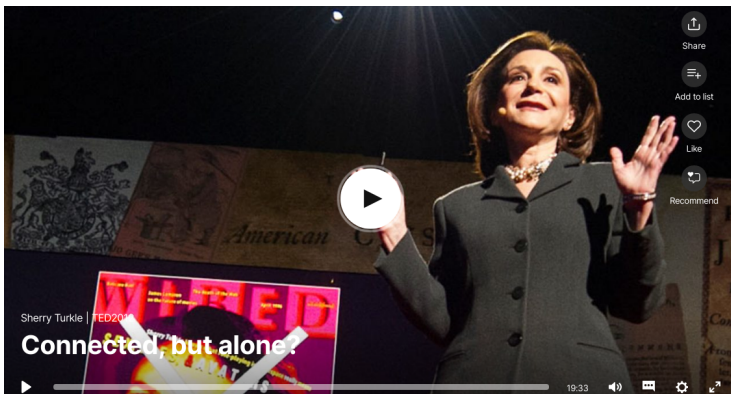
7. HUMAN CONNECTION

Human connection matters more than ever. We live in a fast-paced digital age where everyone is busy, and we ignore what makes us human and that is other humans.

Check out this short 2-minute basic video on random human connection!



People are becoming so disconnected with reality and we are being fed with lots of bad and negative news. Just look at all the news channels, the propaganda and the fake news. It's all over your devices. Yes that bloody smart phone, desktop and laptop are causing irreversible damage to your mind!



Here is a TED Talk by Cultural Analyst Sherry Turkle titled Connected, but alone?

Motivational speaker and entrepreneur Jim Rohn famously said that **“we are the average of the five people we spend the most time with.”** This relates to the law of averages, which is the theory that the result of any given situation will be the average of all outcomes.

So, for CEOs, get back to basics and reconnect with your key stakeholders. This may be your leadership team, shareholders, suppliers and key customers on a human level. Pick up the phone and say hi! Don't try and give them a new shiny task, promote your bottom-line or sell them something. Instead engage in a meaningful conversation... Why?

Because your stakeholders are your fuel and most humans feel isolated, unloved, lonely and alienated because the world is increasingly driven by technology and tasks. This will help you to get to know your stakeholders better and it will help you evolve your products and your service offering. This should lead to business growth through better understanding of your stakeholders needs and wants.

Above all it has the possibility to invigorate your why and get you out of that “I can't get going stage”. It gives you purpose and drives action. This often creates positive vibes, that help you feel accomplished; therefore combating the pains of exhaustion, fatigue and early burnout.

ESTABLISH GROWTH MINDSET PRINCIPLES!

Growth mindset principles will help you develop a fresh and more positive outlook on life.

I won't take you through these now because this is the part where you help yourself. I want you to go to an article I wrote for Entrepreneur Media in August 2020 titled 10 Steps to Achieve a Growth Mindset in Business – here's how to supercharge your wellbeing on the path to success.

The article was featured on the homepage and was ranked in the Top Five articles in the world for an entire week. It remained in the Top 15 articles for the month of August and has been read by millions.



Image credit: Digital Art | Getty Images



Kristian Livolsi

ENTREPRENEUR LEADERSHIP NETWORK WRITER

Growth Advisor and Business Coach



In this article I provide you with 10 steps to achieve a growth mindset in business and in your life. I know this will serve you, because it has served millions of readers, my clients and I.

These insider secrets will help you avoid exhaustion and fatigue which will reduce your risk of burnout. It will help your self-confidence; it will help you take back control and increase your self awareness.

These factors will help you empower others and get them into action. More importantly, you will become more fulfilled because when you are taking action every day on things that matter - you will immediately reduce your load and feel accomplished.

Despite the challenges and disruption, we are faced with today, we are blessed with an abundance of opportunity. By developing a growth mindset those opportunities will become more apparent and you will give yourself the best opportunity to grow and flourish.

WHAT DOES YOUR BEST LIFE LOOK LIKE?

Avoiding fatigue, exhaustion and burnout is achievable. You can do it! What's more critical is to live your best life. By following the content in this ebook you will give yourself the best opportunity to thrive and these same tools will help you live your best life.

Living your best life means authentically living not just breathing and knowing your purpose matters.

I want to leave you with 5 steps to start your journey beyond survival;

- 1 Be the best version of yourself
- 2 Observe yourself – become self-aware
- 3 Identify your bad habits
- 4 Set intentions
- 5 Visualise your best life

Remember to always live with purpose!

A handwritten signature in black ink that reads "Kristian Livolsi".

Kristian Livolsi

WHAT CAN YOU DO NEXT

GROW AND FLOURISH

GROW AND FLOURISH IS DESIGNED
FOR BUSINESS OWNERS AND
EXECUTIVES WANTING TO INCREASE
REVENUE, TAKE BACK CONTROL,
GAIN MORE FREEDOM AND CREATE
MORE TIME TO DO THE THINGS THAT
MATTER THE MOST TO YOU.



SECURE YOUR SPOT

This image shows a full page of blank, lined paper. It features approximately 20 evenly spaced horizontal grey lines across its entire width, providing a template for writing or drawing. The background is a solid off-white color.

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**YOU HAVE MORE
POWER THAN YOU
KNOW. YOU HAVE THE
POWER TO CHANGE
AND CREATE CHANGE.**

- KRISTIAN LIVOLSI

— BUSINESS — GR WTH MINDSET

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This is proudly a Kristian Livolsi resource

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