



**Dofinansowane przez
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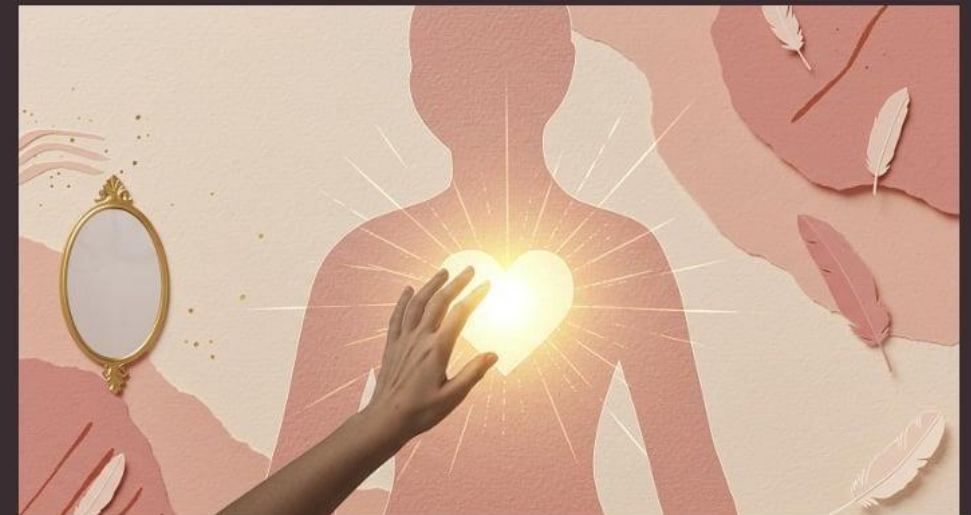
Numer projektu - 2025-1-PL01-KA121-SCH-000308929

„How to Deal with Burnout”

Brain tuning (rational + emotional)

When the person hears an empathic response,
it has a wonderful effect on their brain.

The emotional brain and the rational brain tune in,
and that has a calming effect on the rational brain.
Empathic responses activate a bridge between both



4-6 breathing



<https://www.youtube.com/watch?v=JJfYqWSAMCg>

Box Breathing — Practice



4 rounds · inhale – hold – exhale – hold

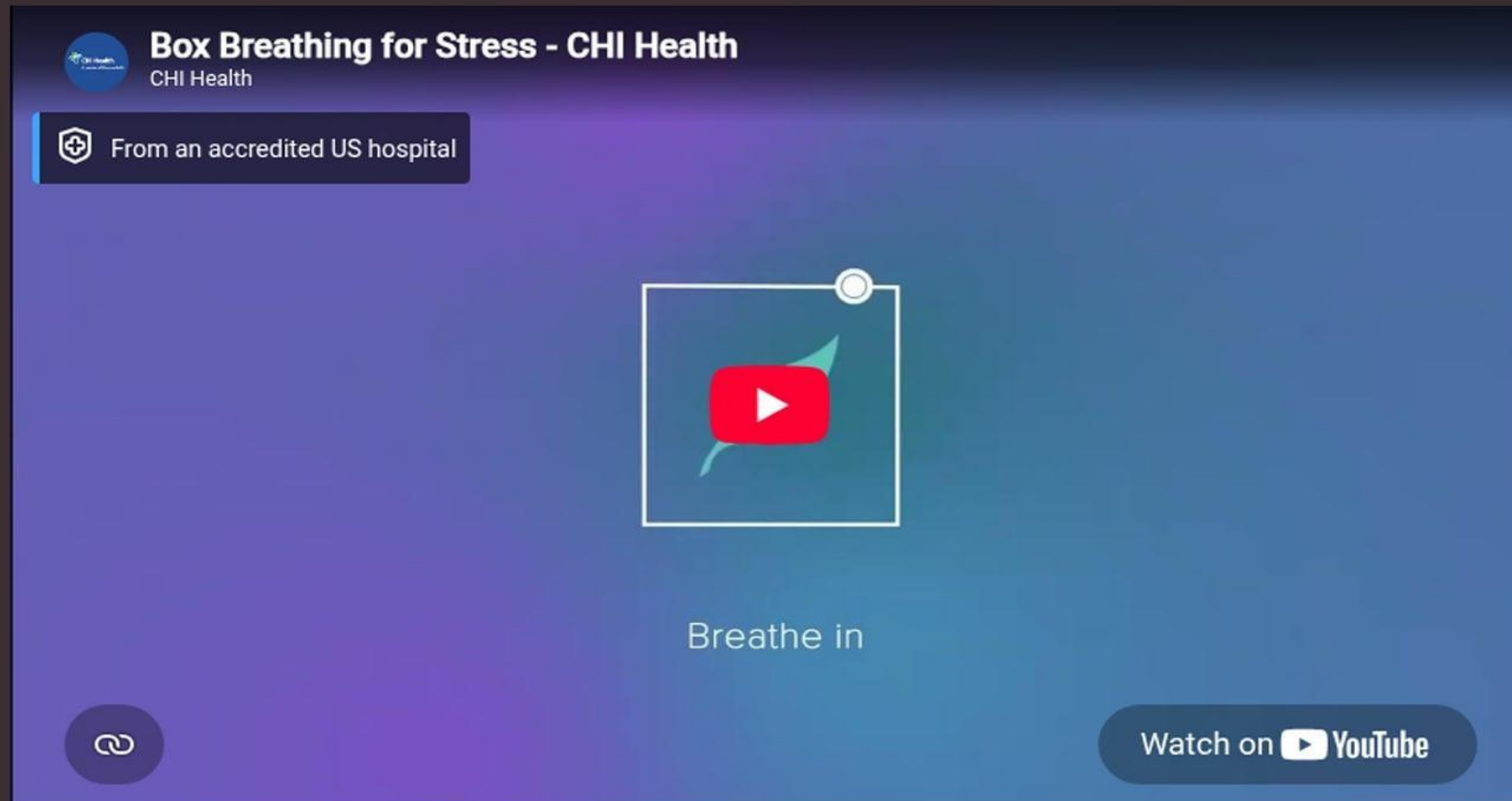
Box Breathing — Practice



[Link to video](https://www.youtube.com/shorts/bJyUrEhu26U)

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Box Breathing — Practice



[Link to video](https://www.youtube.com/watch?v=G25IR0c-Hj8)

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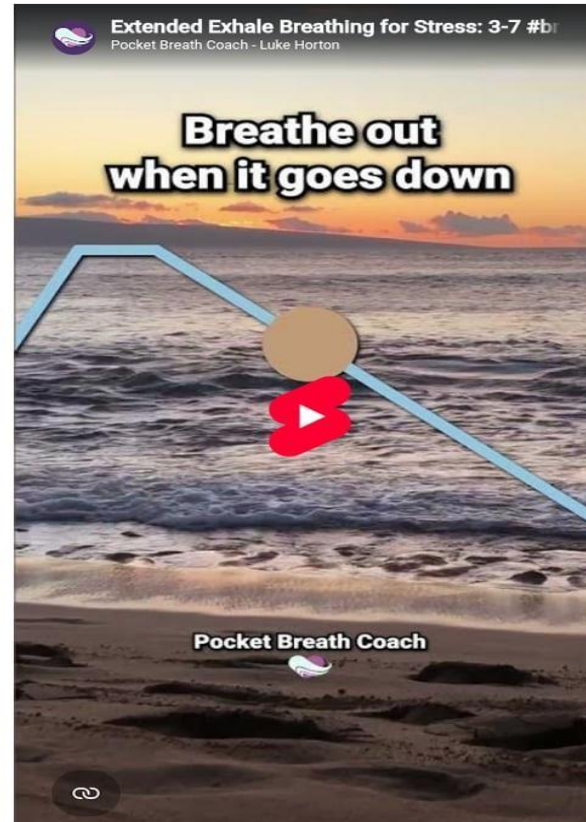
Coherent breathing



Link to video

<https://www.youtube.com/watch?v=fjq7DeP2EWs>

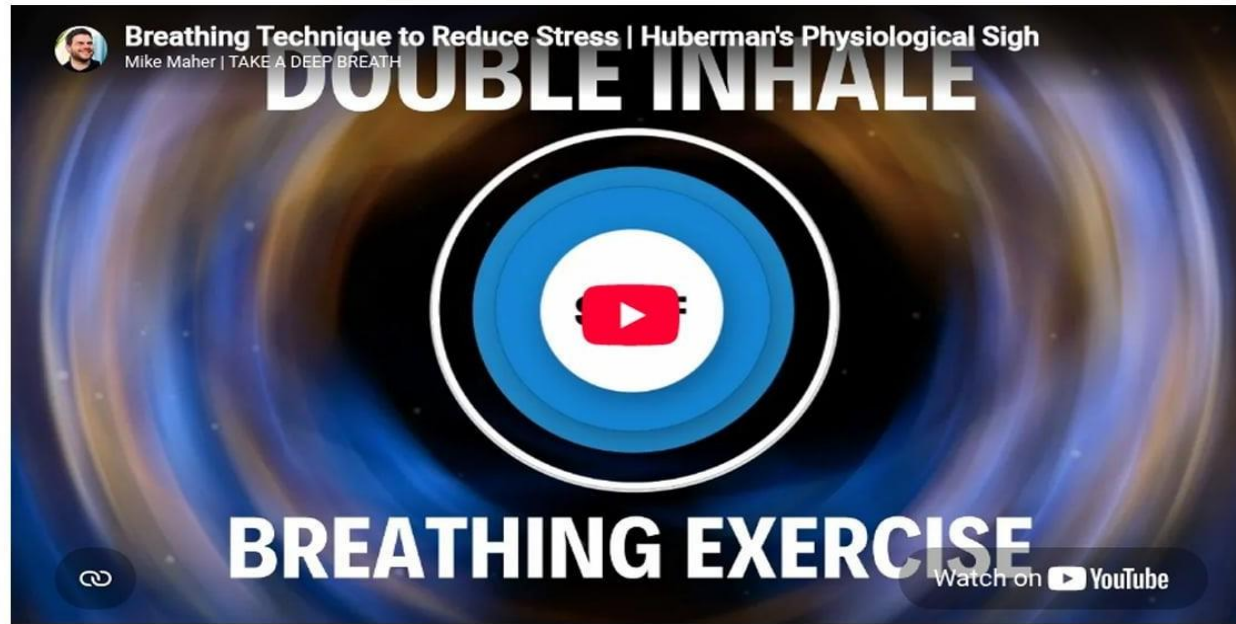
Extended exhale



[Link to video](https://www.youtube.com/shorts/KfdM8V2wbP8)

<https://www.youtube.com/shorts/KfdM8V2wbP8>

Physiological sigh



Link to video

<https://www.youtube.com/watch?v=Nx7IZr6katQ>

Building Resilience: Long-Term Strategies for Stress Management

BURNOUT PIT STOPS

Small pauses. Big impact.

You don't always need a long break.
Sometimes, one mindful minute is
enough to reset your body and mind.



Drink water

Rehydrate
your body



**Two deep
breaths**

Calm your
nervous system



**Walk for
one minute**

Move your body,
clear your mind



Look outside

Shift your
perspective



**Stretch your
body**

Release tension,
boost energy



Which one could **you** do tomorrow?



BUILDING RESILIENCE

What resilience really is

It's not a trait

Resilience is a SKILL, not a personality type. It can be learned and strengthened. You were not born resilient or fragile.

It's relational

The strongest predictor of resilience is social support, not individual toughness. Connection is a stress buffer.

It's contextual

Resilience is not 'coping with everything.' It means knowing which battles to fight and which to release.

Resilience grows through relationships, meaning, self-regulation and realistic optimism — not through 'being stronger.'



Choose your favourite micro-pause



Take two
slow breaths



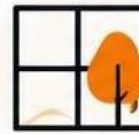
Drink a glass
of water



Walk for
one minute



Stretch your
shoulders and neck



Look outside
for 30 seconds



Connect with
someone



Which one could you realistically use tomorrow?



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The 60-Second Reset

Small actions interrupt the stress cycle before it becomes burnout.



Tiny habits repeated every day have a greater impact than occasional big changes.



Source: Meltzer, L. (2021). *The 60-Second Reset: Conquer Stress in 60 Seconds or Less*. HarperCollins Leadership.



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Breathing Techniques for Immediate Stress Relief

Why breathing works

Your breath is the only part of your nervous system you control directly.

Fight or flight

Sympathetic nervous system activates. Heart rate rises, breathing gets short and shallow, thinking narrows.

Rest and digest

Parasympathetic system activates. Heart rate slows, muscles release, thinking clears.

Slow, controlled exhale = a direct signal to the vagus nerve. It tells your body it is safe to shift from alarm into calm — in under a minute.



REGULATE

Breathing techniques

Simple tools to regulate your nervous system in different situations.

Physiological sigh	Two short inhales through the nose, then one long exhale through the mouth. Repeat 3-5 times.	Rapid stress relief and emotional overload
Box breathing	Inhale 4 seconds, hold 4, exhale 4, hold 4. Repeat for 1-3 minutes.	Focus, emotional regulation and clarity
Coherent breathing	Inhale for 5-6 seconds, exhale for 5-6 seconds, in a smooth steady rhythm.	Recovery, calm and nervous system balance
Extended exhale	Inhale for 4 seconds, exhale slowly for 6-8 seconds. Exhale longer than inhale.	Releasing physical tension and relaxation
4-6 calm breathing	Inhale for 4 seconds, exhale for 6 seconds. Continue for 2-5 minutes.	Everyday stress and a quick emotional reset

Remember: there is no single "best" technique. The best one is the one you can remember and use when you need it most.

Boundaries and real recovery

BOUNDARIES

What they ARE:

- Limits that protect your energy
- Clear communication of what you can/cannot do
- Professional — not personal rejection

What they are NOT:

- Rudeness or lack of care
- An excuse to avoid problems

RECOVERY TIME

NOT recovery:

Scrolling phone. Watching TV in exhaustion. Passive collapse.

TRUE recovery:

Activities that RESTORE energy: movement, social connection, creativity, nature, sleep.

Micro-recovery:

5-minute breaks that count. Breathing. Stretching. A walk to the water fountain.

It's OK
to say NO.



Limits (boundaries)

Examples of saying NO kindly
Instead BUT:

And
Unfortunately...
However...
At the moment...
For that reason...
That's why...
At the same time...
Although...
Instead...
At this stage...
Right now...





- I'd love to help. Unfortunately, I'm not available today.
- Thank you for thinking of me. I'm not able to take on any additional commitments right now.
- At the moment, I need to focus on my current responsibilities.
- I appreciate your understanding. I need to prioritise my own wellbeing today.
- I'm not available outside working hours. I'll be happy to respond tomorrow.
- I need some time to think about it before making a decision.
- I don't have the capacity to do this properly at the moment.
- I'm going to decline this opportunity. Thank you for understanding.
- I already have other commitments, so I'm unable to join you today.
- I need to take some time to rest and recharge today.
- I appreciate your trust. This isn't something I can commit to right now.
- I'd be happy to help another day. Today isn't the right time for me.
- I want to give every task the attention it deserves. Right now, I need to focus on my existing priorities.
- I understand this is important to you. I'll address it during my working hours.
- I value our communication. I prefer discussing school matters during school hours.
- I'm unable to make that commitment at the moment. Thank you for your understanding.
- I'm choosing to protect my time and energy today.
- I appreciate the opportunity. I'm going to say no this time.

In the Moment: The S.T.O.P. Technique

A fast, evidence-based way to regulate before you react



S — STOP

Notice the trigger. Physically pause — don't reply, don't act yet.



T — TAKE A BREATH

One slow breath in through the nose, out through the mouth. This calms your nervous system.



O — OBSERVE

Name what's happening: the emotion, the body sensation, the thought. Naming lowers its intensity.



P — PROCEED

Choose your next step on purpose: respond, delay, or ask for help.

Selye's GAS Model

General Adaptation Syndrome – 3 phases of stress response



1. ALARM

Your body feels danger.
Adrenaline gives you quick energy.
Your heart beats faster.
You get ready to act.

Minutes to hours



2. RESISTANCE

Your body tries to deal with it.
Cortisol stays high in your body.
It uses a lot of energy.
You start to feel tired.

Days to weeks



3. EXHAUSTION

You have no energy left.
Your immune system gets weak.
You feel tired all the time.
This is when burnout happens.

Weeks to months

Every time we face stress, our body pays a price. When there is no recovery, the price becomes too high

The silent cost of always coping

Stressors accumulate — even 'small' ones:



The body doesn't forget. Recovery is not optional — it's biological.



Activity: My Stress Timeline

Handcraft — Individual reflection on paper



YOU NEED

- 1 sheet of cardboard/ paper
- Coloured markers
- Post-it notes (optional)
- Stickers or stamps

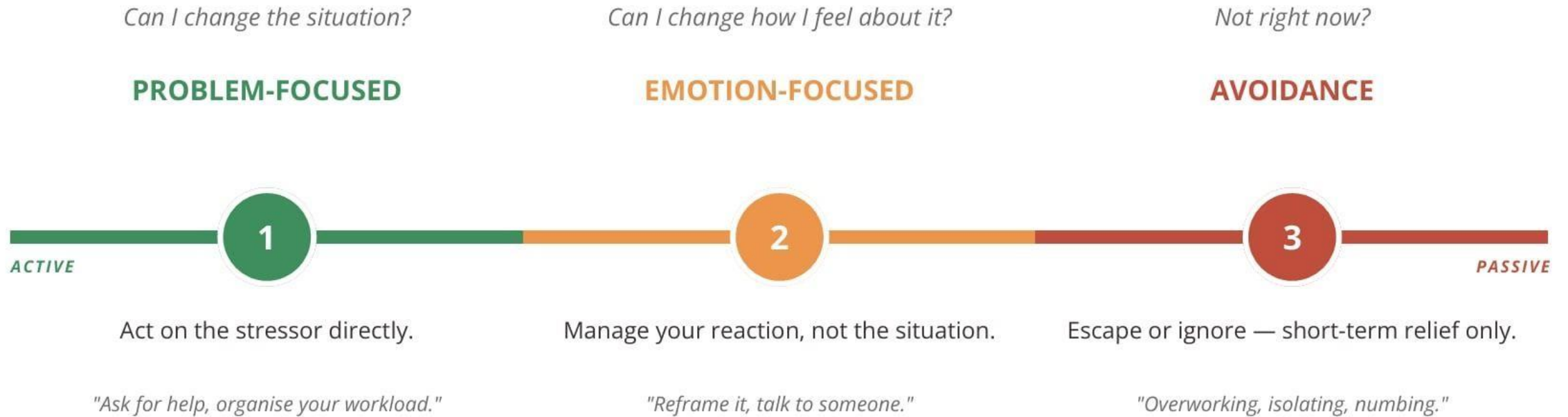
WHAT TO DO

1. Draw a horizontal line across your cardboard— this is your timeline of the last 12 months.
2. Mark 3 moments of HIGH stress. Write the month and a short description.
3. For each moment, note: What was the source? (work overload, difficult interaction, personal issue...)
4. Mark moments of RECOVERY if any. What helped?

DEBRIEF IN PAIRS (10 min): 'What do you notice when you look at your timeline? Any patterns?'

Coping Mechanisms

How do you respond to stress? Three strategies, one spectrum



No strategy is always right. The goal is to notice which one you're using — and why.

Activity: Coping Audit

Individual reflection → pair discussion

1

When I feel stressed at work, my **FIRST** reaction is usually...
(problem? emotion? avoidance?)

2

A coping strategy that **WORKS** for me is...
(when? how?)

3

A coping strategy I use too much — that doesn't really help — is...
(be honest!)

4

One strategy I'd like to **USE MORE** is...
(what would have to change?)



How to embrace emotions at work | The Way We Work, a TED series

TED



[Link to video](#)

Watch on  YouTube

https://www.ted.com/talks/liz_fosslien_how_to_embrace_emotions_at_work

Naming What Your Emotions Tell You

Emotions Are Information, Not Weakness

What emotions DO:

- Signal what matters to us
- Prepare us to act
- Communicate our state to others
- Help us make faster decisions
- Protect us from danger

Common myths:

- ✗ "Being emotional is unprofessional"
- ✗ "I should leave feelings at home"
- ✗ "Crying means you're weak"
- ✓ Emotions carry INFORMATION
- ✓ Ignoring them costs more energy

What Are Emotions at Work?

Every Emotion Is a Messenger

SIGNALS OF CHALLENGE



FRUSTRATION

Effort isn't matching the result.

"Explaining the same step for the fifth time."



ANXIETY

Something feels uncertain or at risk.

"Waiting to hear back after a tense email."



OVERWHELM

Demands feel bigger than your resources.

"Five urgent requests before 9am."

SIGNALS THAT SOMETHING IS WORKING



PRIDE

Something that matters to you went well.

"A colleague finally got the support they needed."



GRATITUDE

You're not carrying this alone.

"A colleague covered for me without me asking."



HOPE

Effort feels like it's moving somewhere.

"Seeing a plan finally come together."

Myth: only the difficult emotions deserve attention at work. · Fact: noticing the pleasant ones builds the resources that protect you from burnout.

Damasio, A. (1994). Descartes' Error. Putnam. | Frijda, N.H. (1986). The Emotions. CUP. | Fredrickson, B.L. (2001). The broaden-and-build theory of positive emotions. American Psychologist, 56(3), 218–226.

It's allowed to...

Change your Mindset

- Be curious (don't be shy, ask questions)
- Keep an open mind
- Stay positive

Learn new things

- Learn and explore
- Take notes
- Engage & participate actively
- Laugh and have fun

Connect and get inspired

- Feel free and comfortable
- Respect each other
- Just be yourself

A space for learning, curiosity, and connection.



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