



Workbook, CPD & Reflection Log

Episode 188: The Balance Between Working Well and Avoiding Burnout

with Nicholas Petrie

Many professionals face demanding work environments and hold themselves to high standards that put pressure and stress on themselves. Pushing yourself to do better means achieving more, but it also means working harder — sometimes for too long. Overwork leads to burnout, damaging your health and well-being in the long run.

The question now is: how can you have the professional career you want while avoiding the slippery slope of burning out?

In this episode of You Are Not a Frog, leadership and growth expert Nick Petrie joins us to share the answers he learned through extensive research. He talks about how our own minds can contribute to burnout and how we can step into an opposite world to get out of our work mindset and recharge. Nick also shares the importance of personal growth and evolution as you enter new stages of life. Although we're still learning to navigate burnout, you'll find that there are many things you can do to find the right balance.

Podcast links

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Guest links

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Quote to remember:



Quote to remember:

“They didn’t bounce back, in terms of resilience. They bounced forward. They were someone new over the next version of themselves.”

What You Will Learn

Burnout is a much more common experience in the workplace than it should be. The challenge lies in doing your best at work while avoiding burning out. Your career growth shouldn't come at the cost of your health — and burning out could mean you lose both.

This activity will help you create your own personal solution to the problem of balancing life against work. Using what you learned from Nick in this episode, apply the techniques and strategies he shared in your work and personal life. You'll learn what elements in your life contribute to burnout, stress and overwhelm.

The activity also helps you discover what it means to have an opposite world where you can recharge and get out of your work mindset. Explore and find out what the right opposite world is for you. These activities are also part of your priorities for both your health and work. Additionally, identifying who you are aside from your work can help you step out of your work mode. It can be healthy to have multiple identities.

Letting yourself evolve is one way to balance your work performance while avoiding burnout. Every experience you have, whether positive or stressful, changes you. Your values, beliefs, needs, and wants most likely differ from ten years ago. Learn to let yourself grow and make the changes in your life to align with who you are today.

Lastly, it's important to learn that you're not alone as you struggle with burnout. Many others have experienced something similar. Reach out, have great conversations, and find out how to help each other identify the warning signs of burnout and what you can do about it.



Activity: Growing Away From Burnout

Burnout can happen to everyone, especially those working in high-stress jobs. However, there's more to burnout than a high-stress job. Nick Petrie cited multiple patterns they've noticed while studying the causes of burnout. **Recall and try to identify which of these may be contributing to your own stress.**

Personal Factors	Organizational Factors

Many high-stress professionals spend over half of their days on demanding workloads. Take some time to actively rest in your opposite world. Here are some guide questions to help you explore and find what can become your opposite world.

What activity would you say is the opposite of your work in terms of the mindset you need for it? Consider the example of competitive gym work versus deep water ocean swimming. Write down as many as you can.

What did you enjoy doing in the past but no longer do today because of the responsibilities you have?



List down as many activities as you can that you want to try in the following categories. If you think of something that doesn't fit, feel free to write it down, too.

Physical Activity	Art	Nature	Home Tasks	Animals and Kids	Volunteering

From all the activities that you've listed, explore and experiment to find the one that rejuvenates you. It should help you get out of your work mindset and recharge you for another new day back to your profession.

Create your identity portfolio. Think about who you are outside of work. This identity can include your opposite-world activities and other aspects of your life.

I am:

Create positive workplace behaviours by trying the 111 mechanism. In the space below, plan out dates for your vacation plans for the following year. Include one long vacation per year, one short vacation every quarter and one day off every month.

January	February	March	April
May	June	July	August



September	October	November	December

Sometimes, the solution to balancing work while avoiding burnout is to grow and evolve. You're not the same person in the past.

Get a perspective from outside yourself. Talk with a coach, therapist, counsellor, or your peers, friends, and family and ask them what changes they think you might need to make. Take down notes about your conversation with them below.

Reflect deeply on the past. Take some time to reflect and answer these questions:
What are your beliefs and values that might be driving the situation?

Have these changed over the past few years?

Do these beliefs and values still hold today?

Think about the future. How do you envision your life for the next ten years?

What new things can you try at work and life for better balance?



You don't have to do all these things alone. Observe your peers and colleagues for any warning signs of burnout. Who can you ask to do the same for you?

Talking with someone going through the same situation can help both of you. Make a list of people with whom you can share experiences. You can also create events to meet new people and share your experiences.

You will discover that you're not alone in your struggles. Many people have gone through the same things you experience and grew into new versions of themselves. In the space below, share their stories, advice, tips, and tools to help you through burnout.

Lastly, be the person to help others as well. Share your experiences and create a safe space where high-stress professionals like you can talk about burnout and what they can do about it.

CPD time claimed:

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