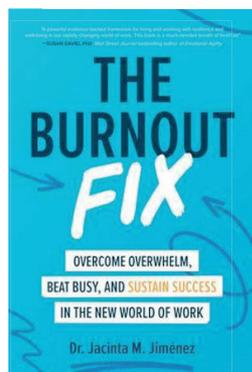






THE BOOK



The Burnout Fix

by Dr Jacinta M Jiménez

INTRODUCTION

If you have ever felt exhausted in a way that can't be explained, *The Burnout Fix* may give you some answers.

Filled with evidence-based strategies to fight the common issue of burnout, Dr Jacinta M. Jiménez's book is a toolkit for the modern worker or student. It's the remedy to the 'always hustling', 'always connected' modern world.

With carefully researched strategies and relatable examples, Jiménez presents her PULSE strategy; a simple and effective way to tackle burnout and live a more fulfilled life. Jiménez brings years of experience in psychological motivation to help you to discover your personal pulse and give you a guide to a less burnt-out life.

A must-read for anyone struggling through today's high-pressure world, *The Burnout Fix* is a practical and engaging guide to finding your better you. As an individual or a team leader, Jiménez explains how to deal with and prevent burnout for a more efficient and happy existence.



5 BEST QUOTES

"It doesn't matter if you work harder or smarter; if you neglect to also nurture a steady personal pulse, your success will be short-lived."

"We mistake busyness for productivity. We value volume of output over the value of output. We no longer judge others by the quality of their responses — rather, we focus on how fast they respond."

"When you stress, you must rest."

"Rather than buying into the myth of always be hustling by thinking about how to cram more into your life, I challenge you to think about how you can get more out of life by embracing the joy of missing out (JOMO)."

"If there is anything I've learned from my thousands upon thousands of hours of working with individuals from all sorts of industries and walks of life, it's that a personalised approach to building resilience is absolutely essential for escaping burnout."



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1. PULSE

The key to Dr Jiménez's book is her 5 core steady PULSE practices. You need to work on each of these practices to achieve a steady personal pulse. Jiménez defines your personal pulse as a set of personal resilience practices that need to be cultivated and leveraged. You need to balance each practice or one will become overwhelming.

For instance, if you pour all your time into work but none into your physical health, your health is bound to give out eventually. Each practice must be balanced to maintain a steady pulse that leaves you the energy you need for each of the practices and stops you from burning out.

Pulse stands for:

- P**ace for performance (behavioural)
- U**ndo untidy thinking (cognitive)
- L**everage leisure (physical)
- S**ecure support (social)
- E**valuate effort (emotional)

2. THE MYTH OF THE MAVERICK

Part of finding your personal pulse is breaking through the myths of burnout. The first is the myth of the maverick and the idea that successful people have innate talent, which is why they succeed, and others don't.

In fact, there is nothing innate that makes one person better than anyone else. Dr Jiménez talks about Free Solo's Alex Honnold, who climbed one of the most difficult natural climbing walls in the world without safety gear. Her point with Honnold is that he wasn't born with natural climbing skills; he worked hard and practised at length before completing his incredible feat. His achievement was the result of incremental increases and intense practice, not of a fluke of birth.

3. THE THREE P's OF PACE FOR PERFORMANCE

The three Ps of pace for performance are plan, practice and ponder.

To create the right level of performance, you should plan your strategy and work on your goals incrementally. It needs to be an incremental plan. Take Alex Honnold. While his ultimate plan was to climb El Capitan in Yosemite National Park, along the way were many smaller goals. He would achieve one specific reach, learn the movements needed for one section of the climb and strengthen the relevant muscles before applying everything to his record-breaking feats.

No one succeeds without practising. However, people work best at the right level of stress. When Alex Honnold was preparing for his climb, he would push himself a little further every time he practised. The trick is



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to find that sweet spot of progression without overload. Fail to push yourself enough and you won't succeed. Push yourself too much and you will burn out.

Finally, you need to look back at your progress and ask yourself some questions. What worked? How well did it work? What could work better? What are other ways to approach this? Why didn't it work? What exactly didn't work? In this way, you can alter your planning and practice to find your optimal pace.

4. THE MYTH OF MENTAL TOUGHNESS

The second burnout-backing myth is that mental toughness is something you are either born with or without. In fact, mental toughness is a skill that can be taught and groomed. It is in everyone to be mentally tough; you just need to work on your resilience and learn what toughness means to you.

You should also be aware that even the toughest seeming people will often have their breaking point. Anyone can be overworked and suffer from strain. It's not about being tough, it's about being flexible and resilient.

5. THE THREE C's OF TIDY THINKING

Fixing untidy thinking is about changing your cognition, the way you think about thinking.

The Cs of tidy thinking are curiosity, compassion and calibration.

Jiménez recommends replacing concern with inquisitiveness. In short, respond to your thoughts with curiosity. Don't get upset by any thoughts that form in your head. Instead, analyse and unpack them. Before long you will be able to conquer your negative thoughts with reason and logic. Ask yourself why you are thinking the thoughts that overwhelm you. Do they really make sense? Are they rational?

Calibrating your thinking is to ascertain, determine and adjust. Take the time to analyse your untidy thinking and change it for the better. Try the following two steps to fully calibrate your thinking:

- Based on the information gathered in steps 1 (curiosity) and 2 (compassion), how do I want to intentionally respond to this situation?
- Given my increased awareness around this, how do I want to respond?



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6. THE MYTH OF 'ALWAYS BE HUSTLING'

This third myth is one of the biggest contributors to burnout in the new world of work and study. It is the idea that if you are not constantly on the go, working, pushing, fighting, then you will fall behind. In fact, always hustling is a sure-fire way to burn out. It is vital that you find time to not be busy. To stop hustling and just be. Live in the moment and be still with your own thoughts.

7. THREE S's TO LEVERAGE LEISURE

Genuine leisure is not just time off. Silence, sanctuary, and solitude make up the 3 'Ss' of leverage leisure.

You can't really be getting the most out of your leisure time if you don't have silence. Most specifically, Jiménez means digital silence and time away from emails and notifications. You can't have the proper rest and leisure you need if you are constantly responding to work emails. You have to find the appropriate times to escape digital intrusions.

Jiménez is a keen advocate of the sanctuary of nature. It is a well-known fact that spending time in nature is highly beneficial to human peace of mind and mental health. Jiménez bases this on scientific studies too, not just on gut feelings and wishful thinking. Whenever you can, try to spend some quiet time in nature. Happily, Jiménez clarifies that even a picture of a natural space can make a difference if getting into the wild is hard for you to do.

Solitude is the final S in leverage leisure. It can be as simple as finding time to be alone with your thoughts. Jiménez says it's best to cast aside FOMO (fear of missing out) and instead embrace JOMO (joy of missing out). Getting away from it all for even a short period gives your brain time to recover after the constant stimulation of the new world of work.

8. THE MYTH OF SOLO SUCCESS

Quite simply, no one does it alone. The idea of solo success, the self-made entrepreneur who did it all on their own, is a myth. Everyone needs a support system of some kind.

Behind every successful person lies a team or a family or a partner, always at least one other person who puts in the hours as well.



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9. THE THREE B's OF SECURE SUPPORT

Everyone needs a support network. The Bs of secure support are belonging, breadth and boundaries.

Belonging is about compassion. Being inclusive and helping others to feel like they belong builds a sense of community. It makes everyone feel like part of the same team.

The feeling of belonging also goes both ways. Help people to feel like they belong and you will belong too.

Breadth means diversity. It means seeking out different kinds of people and broadening your horizons. It is completely normal to gravitate towards people who are similar to you ethnically, culturally, and ethically. However, it is healthy to break out of your echo chamber and allow as many different kinds of people into your space as you can.

At the same time, you also need boundaries. You have to be able to say 'no' sometimes. You need your own space and your own rules based on your personal values. Without this, you will soon feel the pinch of burnout.

10. THE MYTH OF MORE

The final burnout-backing myth is the myth of more. The idea that the more you take on, the more you do, the higher your chances of success. In reality, it is far more about WHAT you are doing than it is about HOW MUCH you are doing.

You can do countless hours of busy work and still get nowhere. Do the right amount of hours of the right kind of work and you have a much higher chance of success.

Jiménez uses the useful analogy of the sun and a magnifying glass. The sun can beat down for hours on end and no fire will start. Focus the sun's rays with a magnifying glass and flames will erupt. The magnifying glass represents quality over quantity.

11. THE THREE E's OF EVALUATING EFFORT

The final of the 5 core steady pulse practices is all about emotion. The Es of evaluating effort are enduring principles, energy management and emotional acuity.

Your enduring principles are your core beliefs and values. If your life and actions don't align with your values, you will soon burn out. Without a purpose behind what you do, your motivation will quickly wane.



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Purpose can be as simple as “I work to provide for my family” or as deep as “my work is to make the world a better place.”

Jiménez gives the inspiring example of cleaners at a hospital. Those who saw no purpose in their work struggled. The cleaners who saw their purpose as helping the sick to get better, on the other hand, prospered.

More than time management, energy management is all about channelling your energy at the appropriate times. It means deciding what not to do as much as what to do and scheduling downtime into your day. Allowing yourself recovery time will maximise your energy for when you most need it.

Emotional acuity is how well you recognise and understand your own emotions. If you can't recognise your own feelings, you can't keep them under check. While you shouldn't smother or neglect your feelings, you also mustn't let them rule your life. Having emotional acuity means being in control of your emotions and being able to make them work for you.

**3 ACTION STEPS****1. DISCOVER YOUR PULSE**

To fight burnout while still achieving your best, start by assessing your five core PULSE practices. You need to understand where you currently sit in terms of pace for performance, undoing untidy thinking, leveraging leisure, securing support and evaluating effort.

2. DO THE WORK

For the best effect, you need to take the time to assess where you're at right now. Without doing the work and self-reflection, you will never attain a steady personal pulse.

3. SHARE THE CULTURE

Bring what you have learnt with you and share your knowledge. Especially if you are a team leader, a teacher of students who is under a great deal of pressure or a boss at work. For steady pulse practices to have full effect, there needs to be cultural change.

**1 KEY TAKEAWAY**

The key takeaway of *The Burnout Fix* is that successful work and home life relies on finding your steady pulse. By discovering and altering your steady pulse practices, you take a vital step towards a more balanced and happier lifestyle.

The new world of work needs its workers to embrace the steady pulse and find balance between effort, downtime, support from others and thought patterns. The result for employees and students is more sustainable levels of success and freedom from the constant exhaustion of burnout.



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