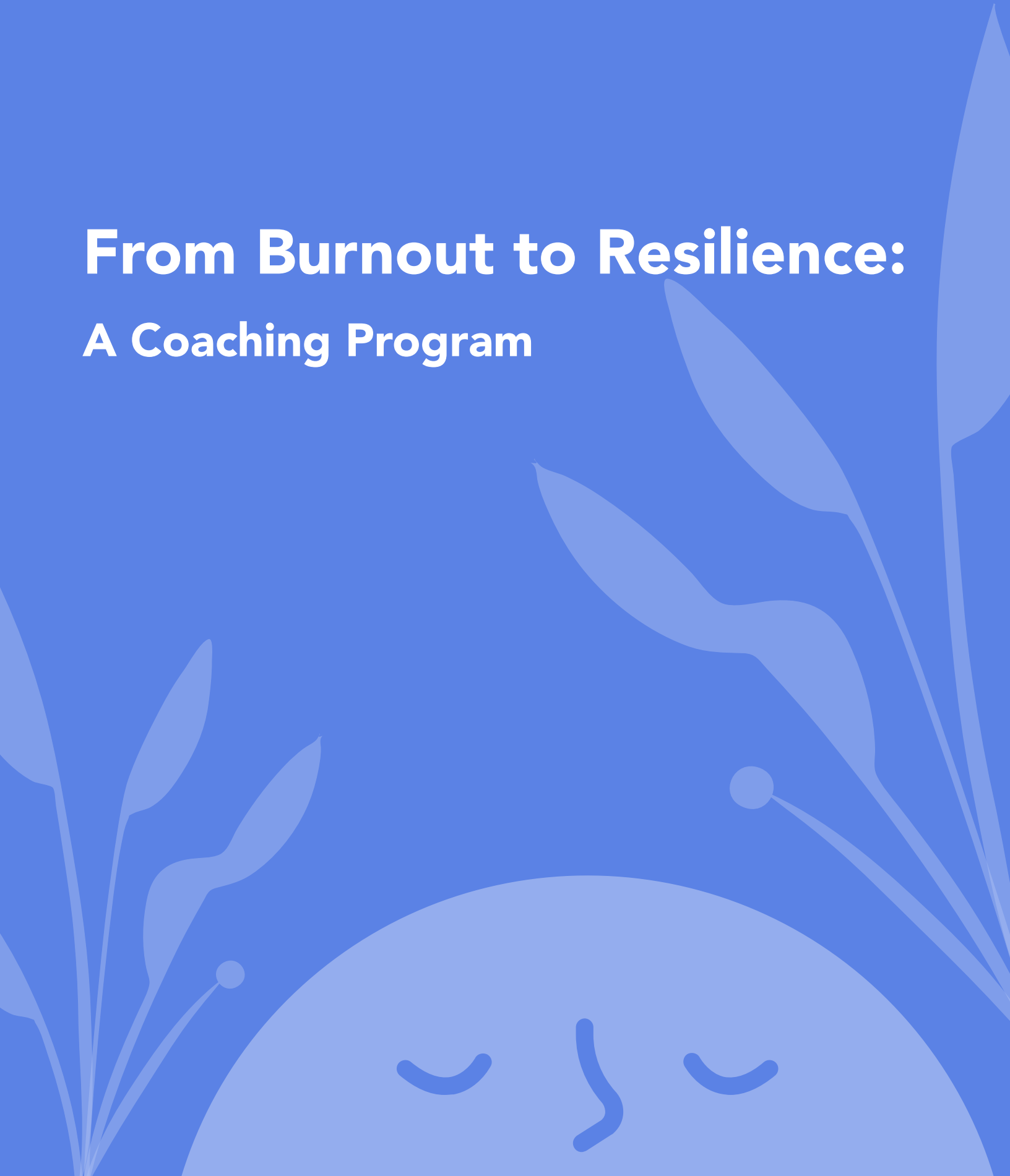


From Burnout to Resilience: A Coaching Program



PROGRAM OVERVIEW

Burnout is the result of a mismatch between our personal resources and our work demands. Burnout can be managed by building up our personal resources, making changes to our work, and developing emotional resilience. Resilience is the ability to successfully cope with difficult experiences. In this coaching program, you will identify the root causes behind your burnout and develop practical strategies around self-care, work habits, and social connections to manage your burnout.

In this coaching program, you will develop skills in:



PROGRAM GUIDE

This coaching program requests a commitment of 90 minutes each week for the next thirteen weeks.

Week 1



Online Assessment Survey



(15 minutes)

This week, you'll take an online survey to assess your burnout. Your coach will review your answers before your first session together.



Online Manager Survey (Optional)



(15 minutes)

You have the option to ask your manager to take a short survey to help set expectations for your work. You and your coach will be able to review your manager's answers.

Week 3



1:1 Video Coaching Session



(45 minutes)

In your first coaching session, you and your coach will:

- Review the components of this program
- Review your online assessment
- Set goals for coaching

You'll also cover the first skills topic:

- Identifying burnout



Self-paced Assignment





(30 minutes)

You'll keep a journal throughout the coaching program. This week, reflect on how you are feeling. Write down what you're struggling with, what's going well, and where you'd like to improve.

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Week 5


 1:1 Video Coaching Session

 (30 minutes)

In your second coaching session, you and your coach will review your journal entry and cover the following topics:


- Managing your stress
- Setting expectations


 Self-paced Assignment

 (30 minutes)

This week, use your journal to set your work expectations based on your discussion with your coach. Write down what you want to expect from yourself and what you want others to expect of you. Your coach may share additional resources and exercises for you to complete this week.


Week 7


 1:1 Video Coaching Session

 (30 minutes)

In your third coaching session, you and your coach will review the expectations you set in your journal and cover the following topics:

- Finding balance and setting boundaries


 Self-paced Assignment


 (30 minutes)

If you and your coach agree, find time this week to communicate your expectations to others. In your journal, reflect on the topics covered in your coaching session. Your coach may share additional resources and exercises for you to complete this week.

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Week 9


 1:1 Video Coaching Session

 (30 minutes)

Congrats; you're at the halfway point! In your fourth coaching session, you and your coach will review your journal entry and reflect on your progress and outstanding goals. You'll also cover the following topics:

- Effective communication
- Finding value in work


 Self-paced Assignment


 (30 minutes)

If you and your coach agree, find time this week to engage with small groups of coworkers and/or with your client or end user.

In your journal, reflect on the topics covered in your coaching session. Check in with yourself: Have you shared regular updates with your team about what you are able and willing to do? Your coach may share additional resources and exercises for you to complete this week.


Week 11


 1:1 Video Coaching Session

 (30 minutes)

In your fifth coaching session, you and your coach will review your journal entry and cover the following topics:

- Creating support structures
- Prioritization

 Self-paced Assignment

 (30 minutes)

If you and your coach agree, find time this week to engage with your support structure. Reflect on your support structure in your journal. Your coach may share additional resources and exercises for you to complete this week.

Week 13



Online Assessment
Survey



(15 minutes)

To close out your coaching course, you'll take an online survey assessing your progress. Your coach will review your answers before your last session together.



1:1 Video
Coaching Session



(45 minutes)

In your final coaching session, you and your coach will review your goals, progress, and the journey ahead.



1:1 Manager
Debrief (Optional)



(30 minutes)

If you would find it helpful, we encourage you to schedule a meeting with your manager to ask questions and discuss your goals, progress, and takeaways.