

# BREAKING THE BURNOUT CYCLE

*Own Your Story, Create  
Your Future*



# REWARDING & RELENTLESS

Burnout doesn't happen overnight. It happens through a series of choices, choices we don't even realize we are making.



01.

THE ROOT CAUSE OF  
BURNOUT

02.

HOW YOUR PERSONAL STORY  
AND MINDSET SHAPE YOUR  
ENERGY AND WELL BEING

03.

PRACTICAL STRATEGIES TO  
SET BOUNDARIES, REDEFINE  
SUCCESS, AND CREATE A  
SUSTAINABLE LEADERSHIP  
PATH



OUR  
OBJECTIVES

# HELLO

I've spent my career leading at the community level, transforming four underperforming senior living communities into thriving, high-occupancy, high-performance teams.

I don't just talk about leadership, I've lived it, built it, and turned struggling communities into success stories.



# INTRODUCTION

Leadership is a journey of wins, losses, and lessons learned.

On my podcast, I mentor, motivate, and equip senior living leaders with real insights from the community—the hard-earned wisdom from both triumphs and challenges along the way.



ASPIRE FOR MORE

*With Erin*



*Erin Thompson*

A podcast created to mentor, motivate & create momentum for the Executive Directors and all leaders in the senior living industry

[www.aspireformorewitherin.com](http://www.aspireformorewitherin.com)

# THE MENTORING COMPANY

The G.R.O.W. & L.E.A.D.  
Methodology equips leaders  
with the mindset and  
strategies to lead with  
integrity, make high-impact  
decisions, and drive  
meaningful relationships &  
results.



01.

# THE ROOT CAUSE OF BURNOUT

*It is Deeper than Workload*

# 3 HIDDEN DRIVERS OF BURNOUT

Personal  
Narratives &  
Limiting  
Beliefs

Lack of Boundaries  
and the  
Responsibility  
Trap

Misaligned Values  
& the Exhaustion of  
Overcompensating







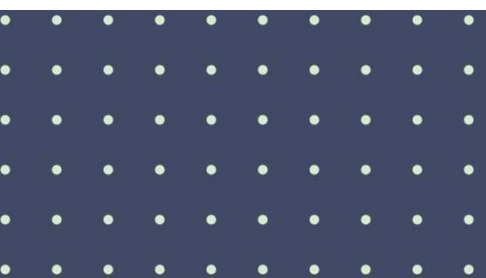
# NEW MINDSET SHIFT

Leadership isn't about doing-  
it is about developing.

## LIMITING BELIEF

“I have to do this myself or it  
won't get done right.”





## NEW MINDSET SHIFT

Boundaries preserve our energy and allow us to lead effectively. They allow growth.

## LIMITING BELIEF

Boundaries protect us from pain and other people's actions or bad decisions...seem harsh and cold

## BOUNDARIES & RESPONSIBILITY



Your **values** are the **soul** of  
your leadership, and they  
**drive your behavior.**



Burnout is **not** just about  
**workload**, it is about  
misalignment, **mindset**, and  
the **inability** to set clear  
**boundaries.**



# THE BURNOUT CYCLE: HOW THOUGHTS SHAPE OUR REALITY

---



THOUGHTS → EMOTIONS → ACTIONS → RESULTS

What we **think** affects  
how we **feel**

How we **feel** affects our  
**actions**

The **actions** we take  
determines our  
**outcomes**



# THE BURNOUT SPIRAL

---

- "I can't say no." (thought)
- I feel overwhelmed and anxious. (emotion)
- I overextend myself and sacrifice personal time. (action)
- I missed a family event, I couldn't get my hair done or go on vacation. (result)

# SUSTAINABLE LEADERSHIP CYCLE

---

→ “My energy is valuable and deserves protection.”

(**thought**)

→ I feel empowered and intentional. (**emotion**)

→ I communicate clear boundaries and delegate. (**action**)

→ I go on an extended vacation, I get my hair done, I am confident in my team and work I have done to earn uninterrupted time off. (**result**)

03.

# SETTING BOUNDARIES

*The Key to Sustainable Leadership*



Without boundaries, *success turns into stress, passion turns into exhaustion*, and leadership becomes a burden *instead of a privilege.*



# Benefits of Boundaries

- 1 Boundaries keep the good in and the bad out
- 2 Boundaries are not barriers; they are the bridges to healthier leadership
- 3 The more successful you are, the more boundaries you need.
- 4 Burnout is not from working hard, it is from over functioning without protection



# HOW TO USE BOUNDARIES AS LEADERSHIP TOOLS

## CLEAR

Boundaries must be clear and adjusted regularly.

What worked a year ago may not work today.

Boundaries should always evolve.

## COMMUNICATED

Boundaries must be discussed as to why they are important, what they are, and how to work with them.

No one can respect your boundaries if they don't know them.

## ENFORCED

Not everyone will like your boundaries.

They will respect them if you are consistent.

If they don't, this is a signal they you need to be aware of how they affect your life.



# The “Yes” and “No” Strategy for Leaders

Yes

**Opportunities  
that align with  
your vision and  
values**

No

**Anything that  
distracts you  
and drains you.**



The ultimate leadership skill is not just setting boundaries, it is getting **clear** on what you **actually need**.

Because when you are clear, you gain control. And **self-control** leads to confidence.



04.

# REDEFINING SUCCESS

*Preventing Burnout by shifting Your  
Leadership Mindset*

# For too long we have measured success by:

## Hours worked

Being able to tell your boss or someone else how many hours we worked feels like a badge of honor.

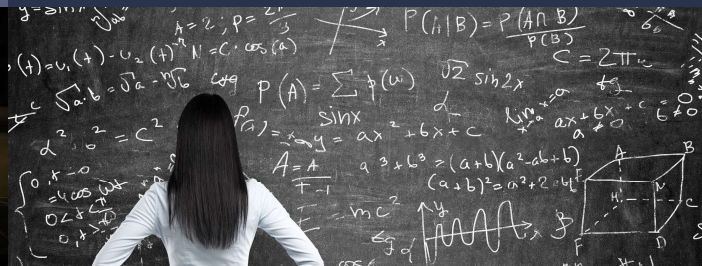
Were they productive or just busy?

## Crisis Management Ability

Solving everyone's problem and being the hero of the day is enticing, but this is not creating more leaders it is handicapping the leaders you do have.

## How much we personally accomplish

When we are burning both ends of the candle we start writing down the lists of accomplishments and creating a false narrative. How much did these wins cost?



# What if we redefined success as:

---



## **How many leaders we develop**

Who can I pour into that can solve problems, own their decisions and influence others based on the rules/policies and procedures.

## **The health of our energy and mindset**

When we become aware of our own stories (thought processes) and even our triggers and we can replace those with different thoughts and see things as they are, this changes everything.

## **Our ability to influence without overextending**

Our initial reflex can be to just solve all the problems, but our new reflex will be to ask questions and allow others to work out the solutions themselves with our guidance.



## OLD WAY

“I have to do more”

## OLD WAY

“I need to push through”

# ACTIONABLE SHIFT

## NEW WAY

“I need to develop more  
leaders”

## NEW WAY

“I need to protect my energy  
so I can lead effectively”.

05.

# THE PATH FORWARD

*Breaking the Burnout Cycle for Good*

# A Recap



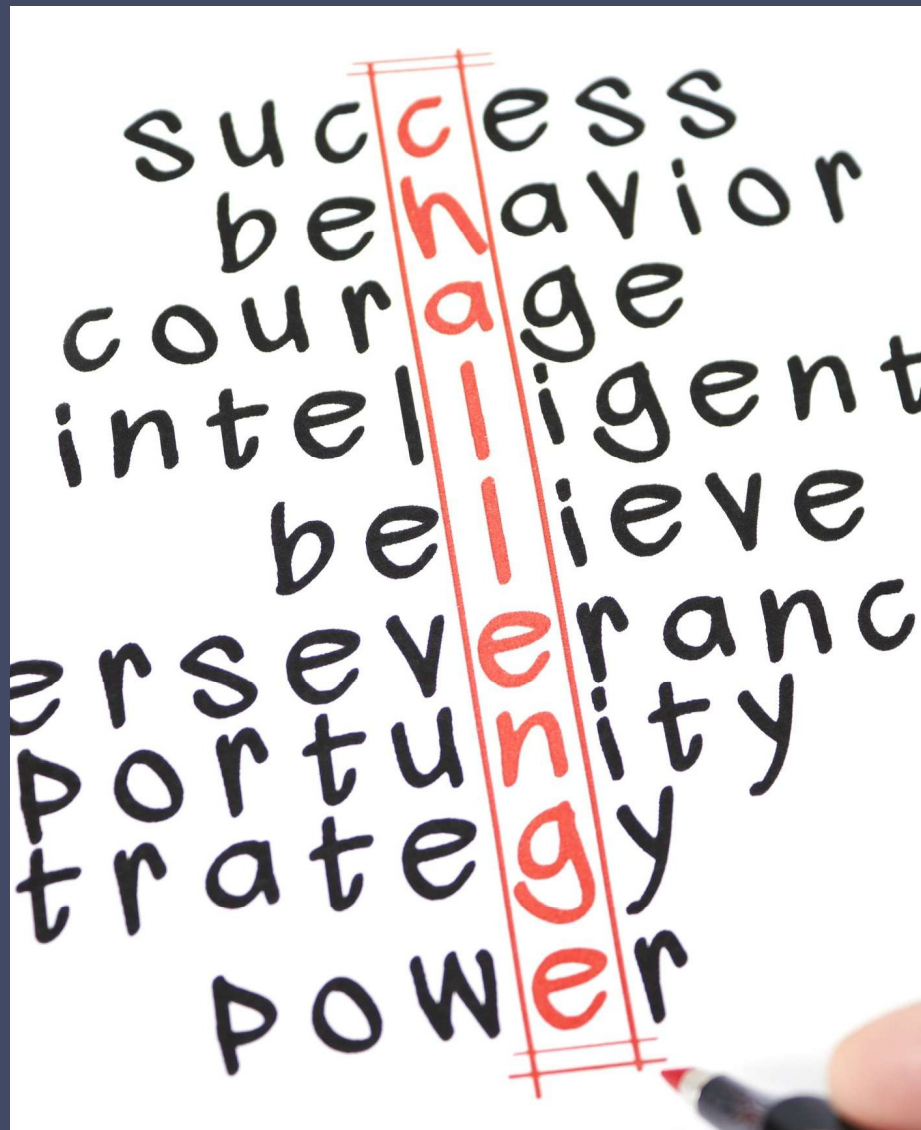
Burnout isn't just about workload

Your thoughts create or kill momentum

Boundaries are bridges not barriers

Success is about developing others not doing more





# Your Leadership Challenge:

---

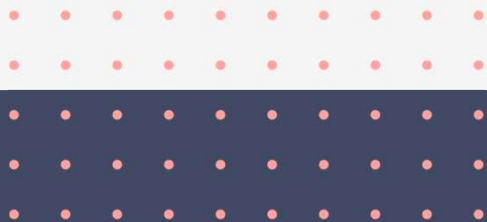
1. Identify one thought you need to change about your leadership and your life.
2. Set one boundary this week that will protect your energy.
3. Define one way you will measure success that is not tied to exhaustion

Leadership is **not** about  
**sacrificing** yourself to serve  
others...



Leadership is about **showing up**  
fully, leading with **energy**, and  
creating a sustainable **impact**.





# THANK YOU

Scan this to learn how to work with me

