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**THE SILENT ORGANIZATION KILLER**

***BURNOUT***

**Impact, Awareness, and Strategies**

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**Jesse Pimental**

*Wellness and Burnout Coach*

*Profound Change, LLC*



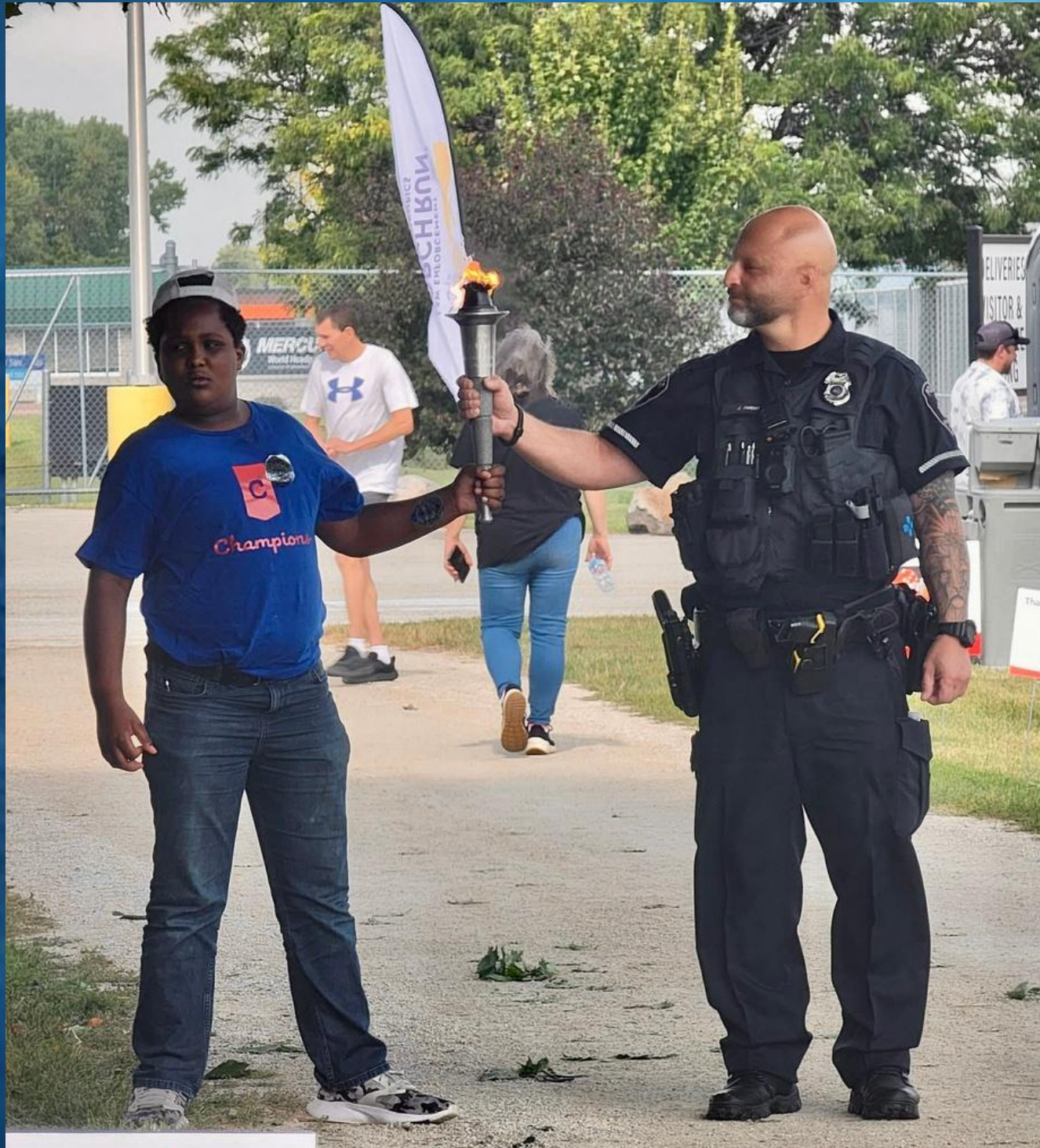


## Burnout Rarely Knocks

It moves in *slowly*, and most of us are *surprised* when we realize...it's already unpacked.



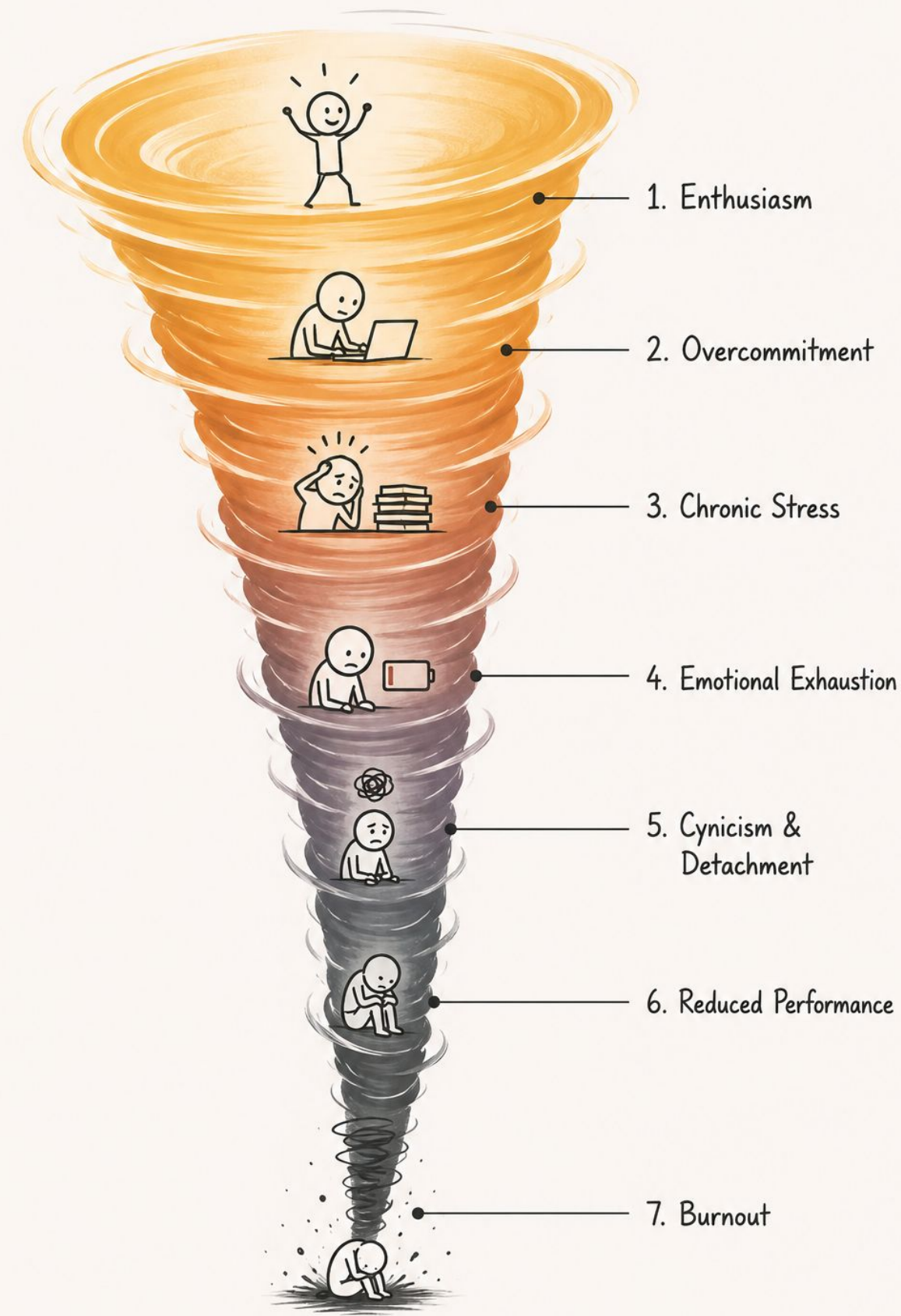
# THE JOURNEY HERE



- Undergrad Degree - Education
- Special Education Teacher (10yrs)
- Masters Degree - Education
- Police Officer (15yrs - 11yrs in FDL)
- Football Captain & Academy Award
- High School Head Football Coach
- SRO, SWAT, FTO, Riot Team, Awards
- Proud Father to 3 Children

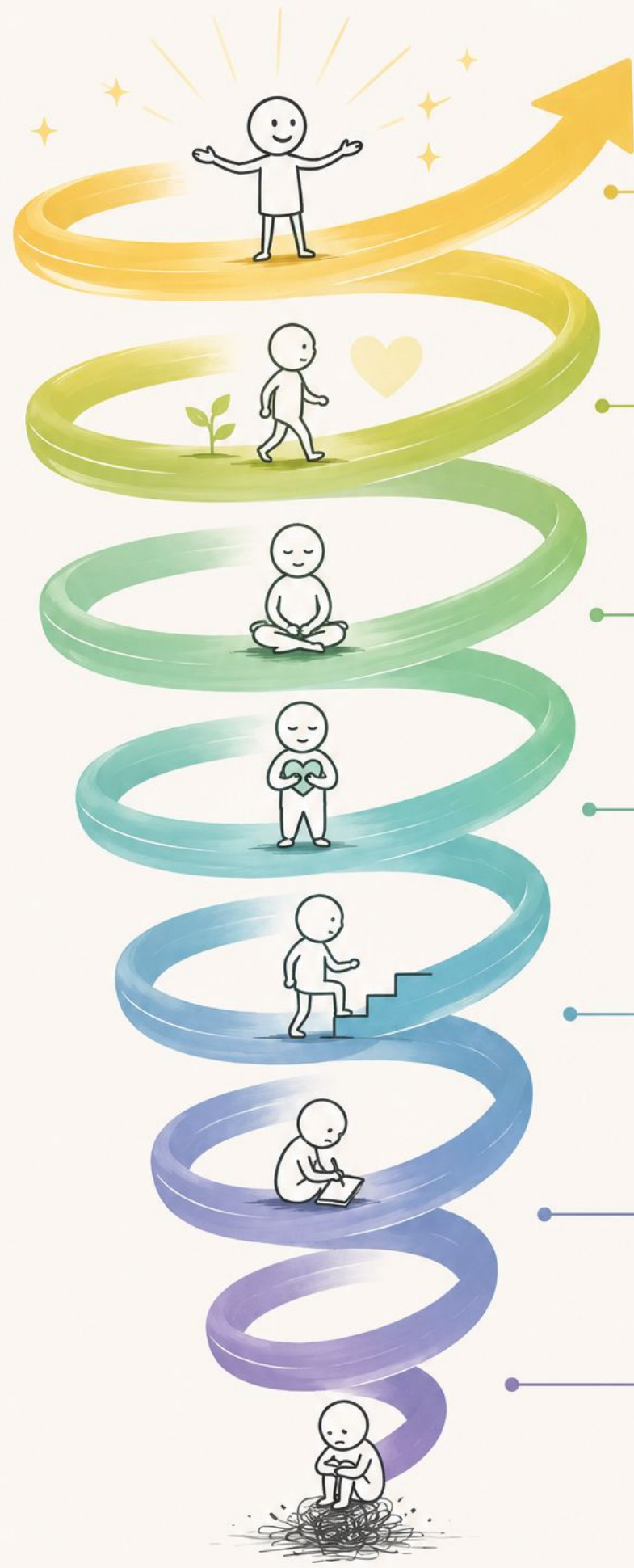


# THE **PAIN** DETOUR



- Divorce
- Bankruptcy
- Isolation
- Loss of Identity
- Loss of Purpose
- Chronic Fatigue
- Apathy
- Health Issues (Chest-Palp/Zing/BP)
- My Mother and Daughter





- 7. Growth & Purpose  
Living aligned and inspired
- 6. Integration  
New habits, mindsets and boundaries become natural
- 5. Self-Compassion  
Kindness, patience and self-trust grow
- 4. Healing & Release  
Letting go of what no longer serves
- 3. Action & Support  
Taking steps forward and leaning on support
- 2. Awareness  
Understanding patterns and what I need
- 1. Rock Bottom  
Overwhelmed, exhausted, and stuck



**PROFOUND  
CHANGE, LLC**  
YOU'RE BETTER THAN YOU THINK!



# BURNOUT ASSESSMENT TOOL (BAT)?



# WHAT IS **BURNOUT**?

***“Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed.”***

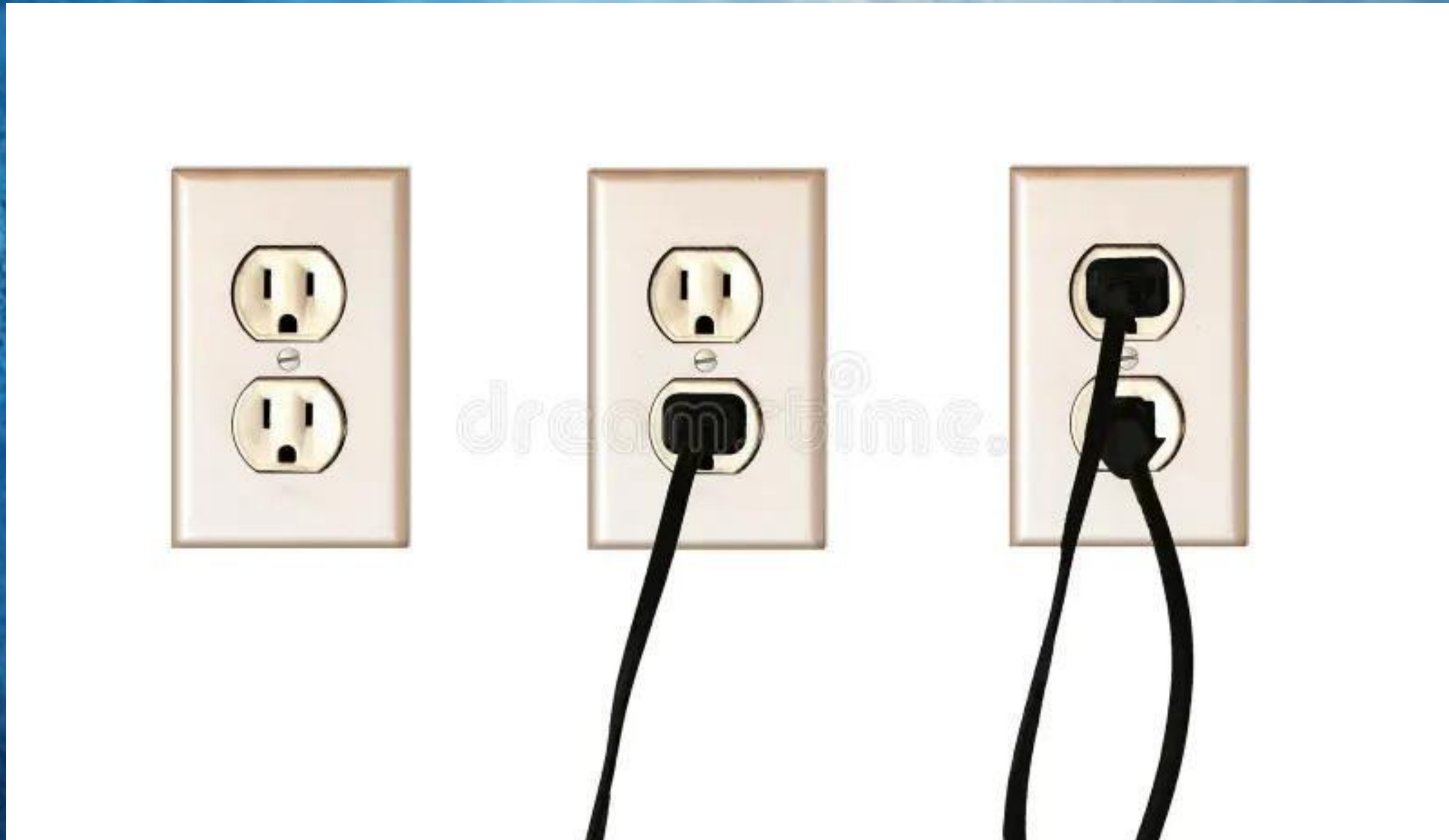
***– World Health Organization (WHO)***



# BURNOUT IN REAL LIFE



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# BURNOUT IN REAL LIFE



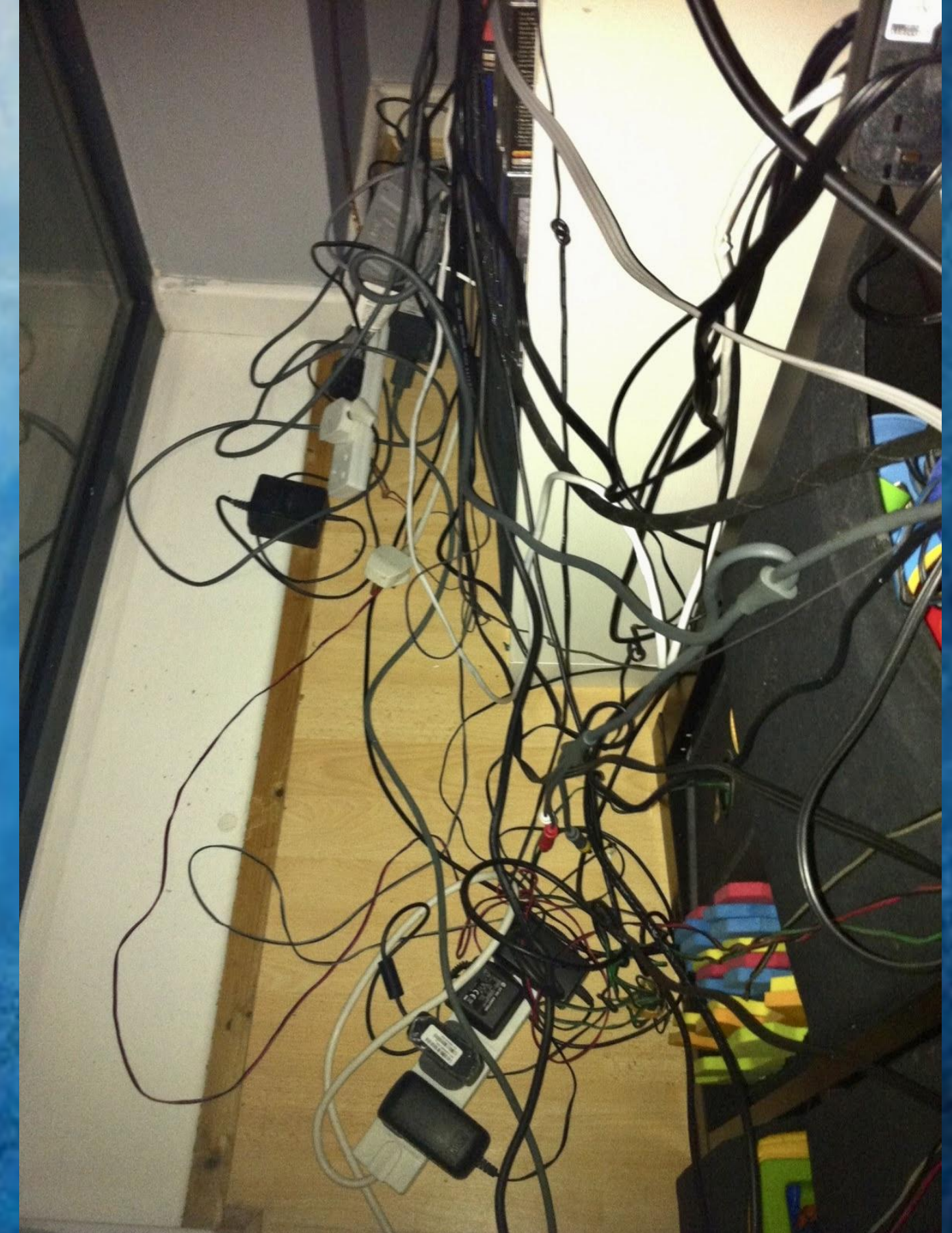
# BURNOUT IN REAL LIFE



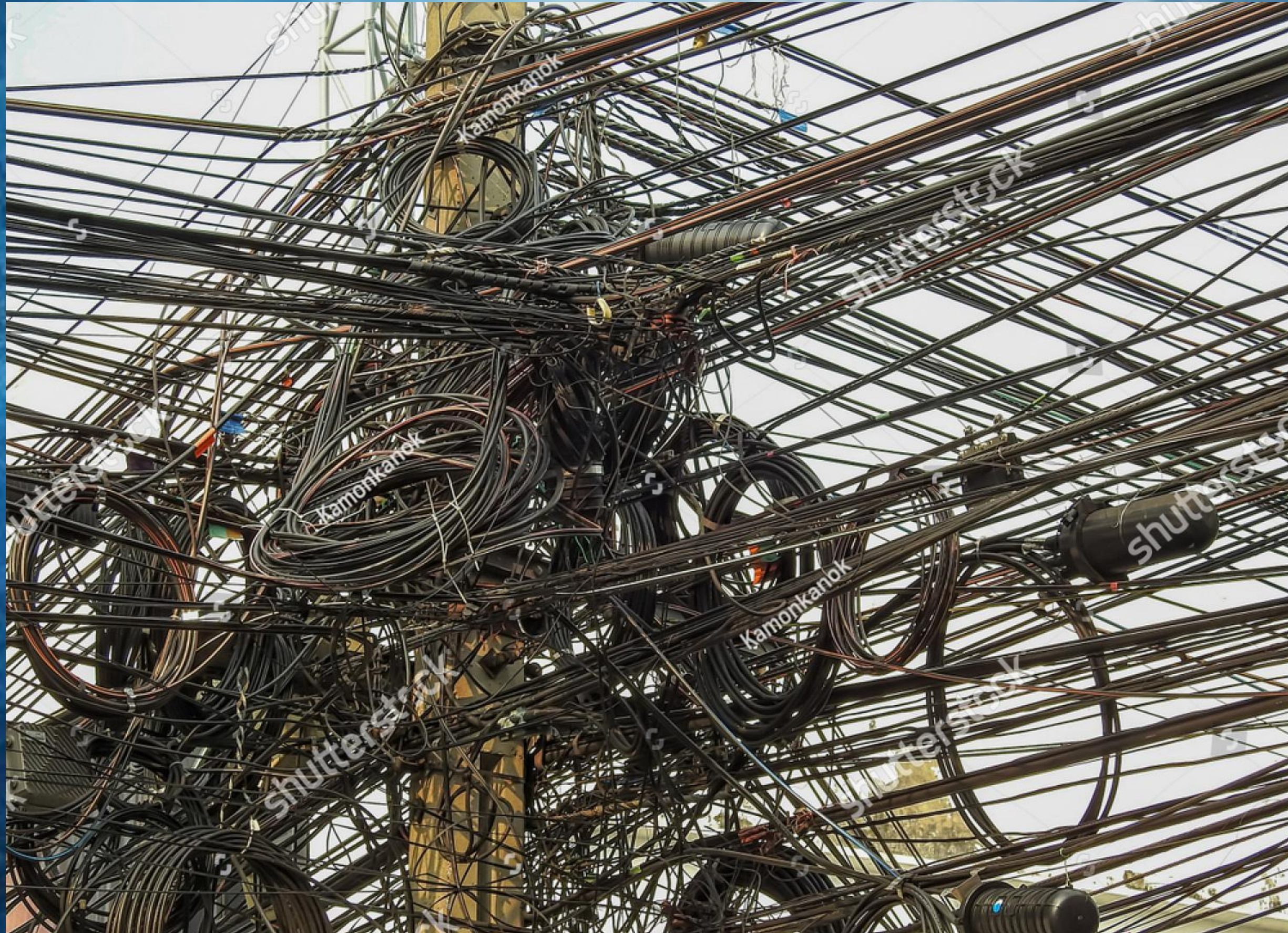
# BURNOUT IN REAL LIFE



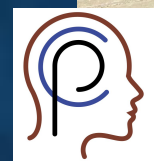
# BURNOUT IN REAL LIFE



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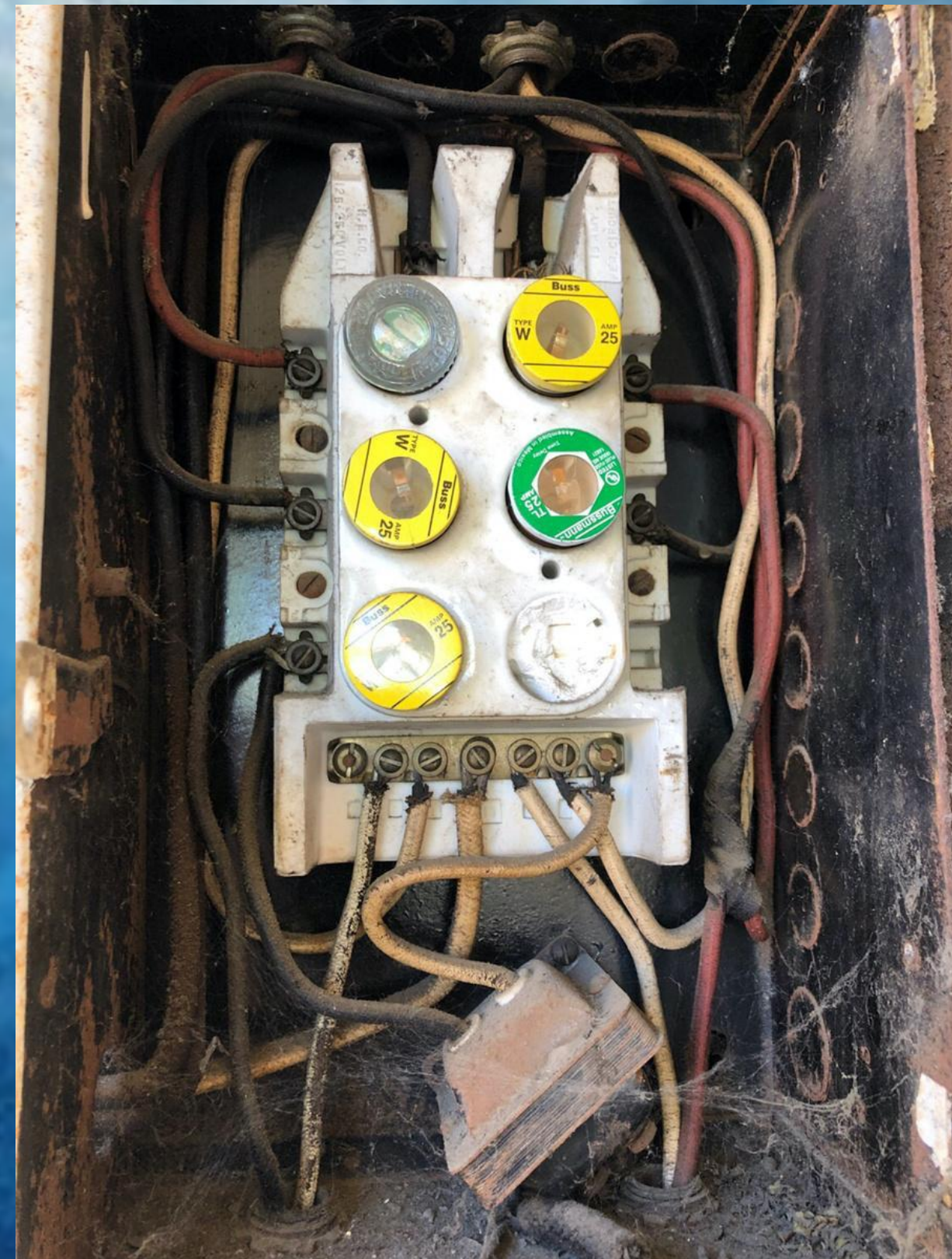


# WHAT IS YOUR WHY?





# BURNOUT IN REAL LIFE



# FROG, BOILING POT, AND **BURNOUT**





















# FROG, BOILING POT, AND **BURNOUT**



# STRESS vs. BURNOUT

They're Not the Same. Recognizing the Difference is the First Step to Recovery.

| STRESS<br><i>A Response to Pressure</i>   |   | BURNOUT<br><i>A Response to Prolonged Stress</i>   |  |
|---|---|--|--|
|  <b>Definition</b><br>Short-term pressure or demand that feels overwhelming.               |  <b>DEFINITION</b>       |  <b>Chronic exhaustion, cynicism,</b> and reduced effectiveness from long-term, unmanaged stress. |  |
|  <b>Duration</b><br>Temporary; comes and goes.   |  <b>DURATION</b>         |  <b>Persistent;</b> builds over time and doesn't go away with rest.                               |  |
|  <b>Emotions</b><br>Anxiety, frustration, feeling "overwhelmed."                           |  <b>EMOTIONS</b>         |  <b>Emptiness, cynicism,</b> detachment, feeling "numb."  |  |
|  <b>Performance</b><br>Motivation may decrease, but you can still perform.                |  <b>PERFORMANCE</b>     |  <b>Effectiveness drops</b> significantly; it's hard to care or get things done.                 |  |
|  <b>Physical Signs</b><br>Racing heart, muscle tension, fatigue that improves with rest. |  <b>PHYSICAL SIGNS</b> |  <b>Chronic fatigue, sleep problems,</b> headaches, illness; rest doesn't fully restore energy. |  |
|  <b>Recovery</b><br>Relief comes with rest, self-care, or a break.                       |  <b>RECOVERY</b>       |  <b>Rest isn't enough;</b> requires significant change, support, and realignment.               |  |



## KEY TAKEAWAY:

**Stress is a signal that you're overloaded.**

**Burnout is a sign that you've been overloaded for too long.**

*The sooner you recognize the difference, the sooner you can make a **profound change**.*



# WHY IT MATTERS IN SCHOOLS

As of 2026, over 50% of U.S. public school teachers report experiencing significant job-related burnout, with 53% stating they are burned out.

K-12 workers face some of the highest burnout rates across all industries, roughly twice the stress rate of other working adults. Key drivers include intense workloads, low pay, and challenging student behavior. -National Education Association | NEA

Intent to Leave: **Approximately 16% of teachers in 2025 intended to leave their jobs**, down from 22% in 2024, but still representing high instability.

Stress Levels: **62% of teachers report high levels of job-related stress**, compared to 33% of working adults in other professions.



# WHY IT **MATTERS** IN TODAY'S WORKPLACE

***BURNOUT*** is critical in the workplace because chronic, unmanaged stress leads to...



**76% OF EMPLOYEES IN THE U.S.** (Source: Gallup)

**REPORT FEELING BURNOUT AT LEAST SOMETIMES**



# WHAT DOES THE **DATA** SAY?



## Full-Time Employee Burnout Statistics



of full-time employees feel burned out at work very often or always



of full-time employees sometimes feel burned out



employees who experience burnout are more likely to get sick



employees experiencing burnout are more likely to visit the emergency room

Source: Gallup

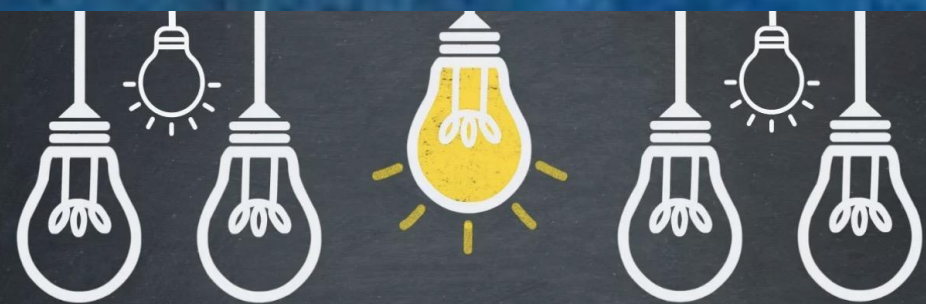


# WHAT **IMPACT** DOES IT HAVE ON THE WORKPL



# THE ORGANIZATION'S WHY?

~~Sick Days~~



EMPLOYEE  
RETENTION



# SIGNS OF **BURNOUT**

*Chronic workplace stress can manifest as:*

- 01** Loss of Motivation
- 02** Irritability - Little things set you off
- 03** Dreading responsibilities that were once enjoyable



These can often leading to **social withdrawal - Isolation**



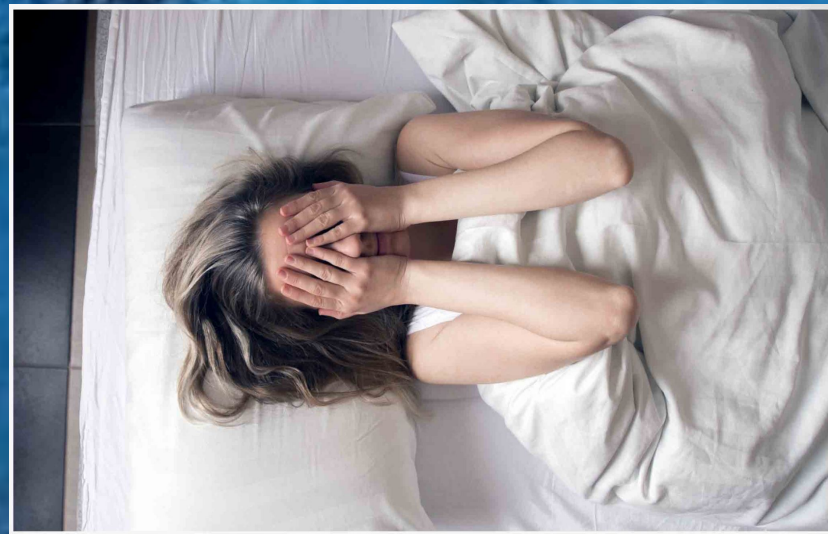
# ADDITIONAL SIGNS OF **BURNOUT**

- 01** Emotional Exhaustion - feeling drained - hopeless - ready to give up
- 02** Physical Signs - chronic fatigue, high BP, headaches, digestive issues
- 03** Cynicism - feeling negative about work and outlook...can further isolate
- 04** Insomnia (Difficulting falling or staying asleep)
- 05** Weakened Immune system - Sick more often, worsen long-term illness
- 06** Reduced Efficacy/Performance (feeling ineffective, struggling to focus, increased mistakes)



# RECOVERING FROM **BURNOUT**

- Organization Leaders may think that just need time off.
- Return in a week or two..after a month...even 3 to 6 months that the stress was removed, and all should be fine upon



return.

**NO!!**



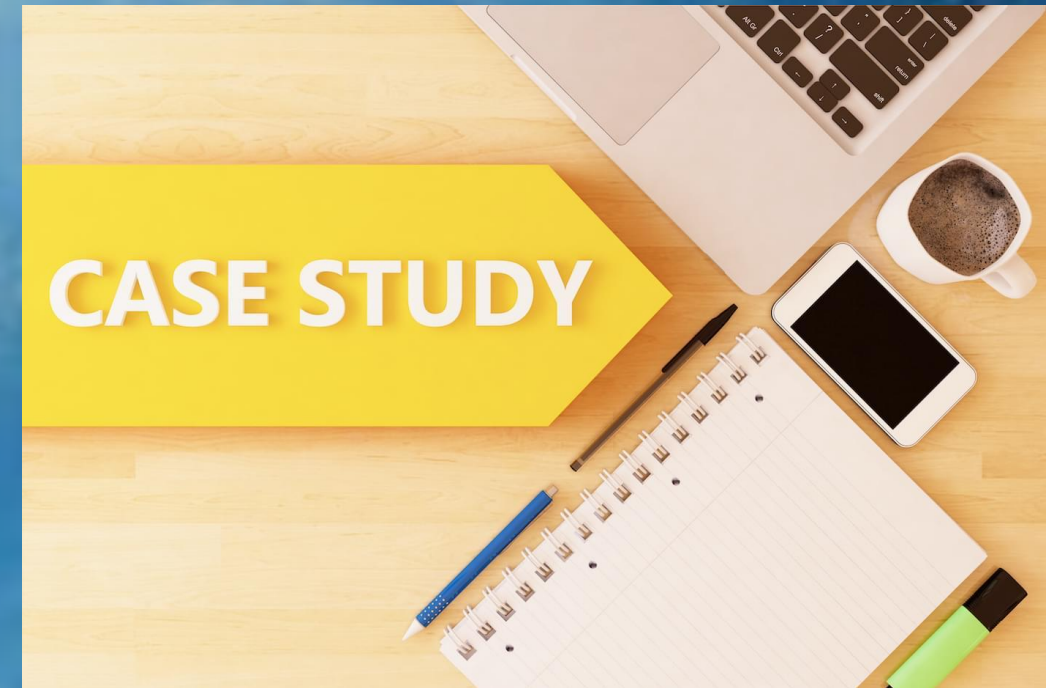
- Burnout can live *in the body* a REALLY long period of time.



- Likely nervous system fried and needs to be reset.

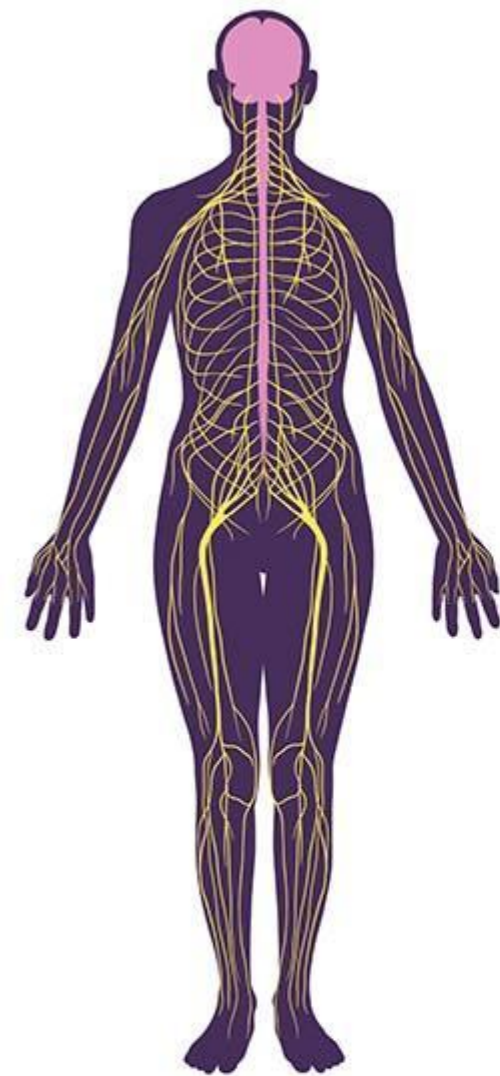
# RECOVERING FROM **BURNOUT**

- Top Leader was feeling **burnt out** on a big project
- Leader left project...**still burnt out**
- Leader then left company...**still burnt out**
- Took some time off...**still burnt out**
- Started at a new company...**still burnt out**
- 6mo later still waking up exhausted...**still burnt out**
- **Nervous System** was in survival mode for SO long it didn't know how to reset anymore.
- **Burnout is long-term**...it builds over months and sometimes years in **TOXIC** environments until body and brain can no longer reset



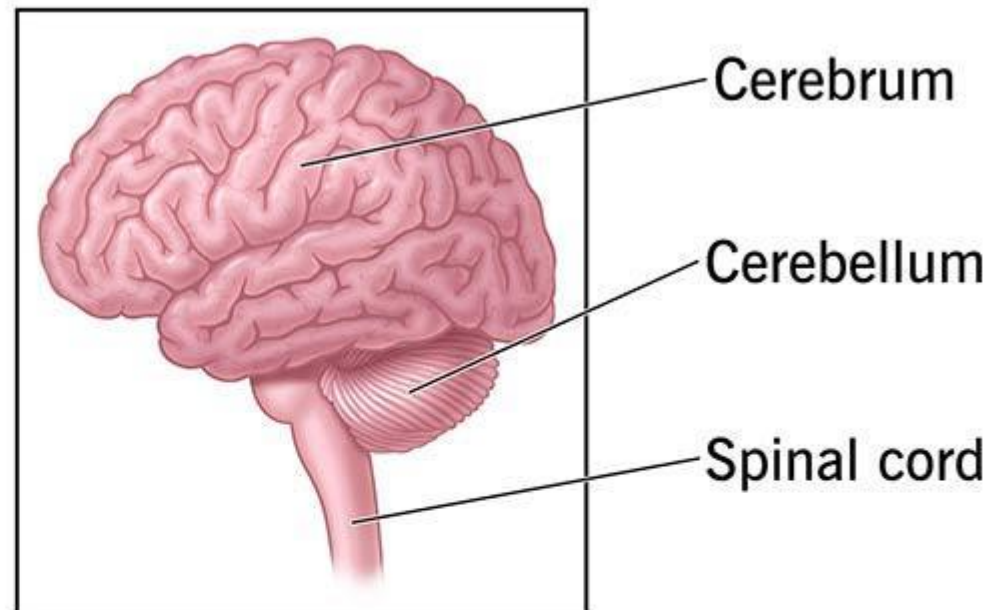
# CENTRAL NERVOUS SYSTEM

## Central nervous system

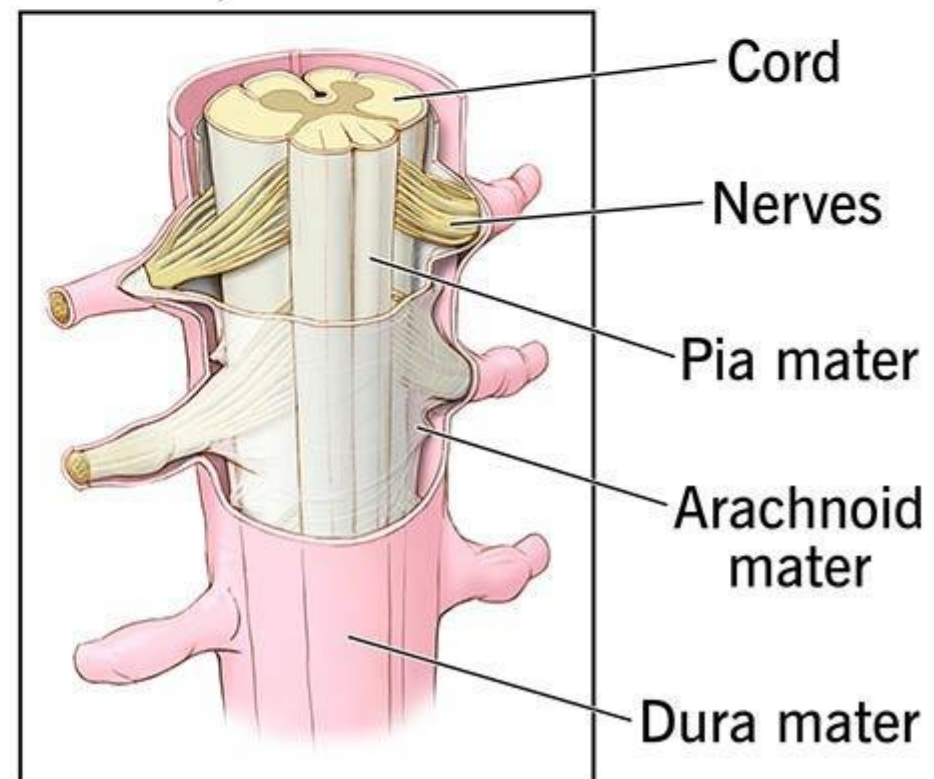


- Central nervous system
- Peripheral nervous system

Brain (side view)



Spinal cord



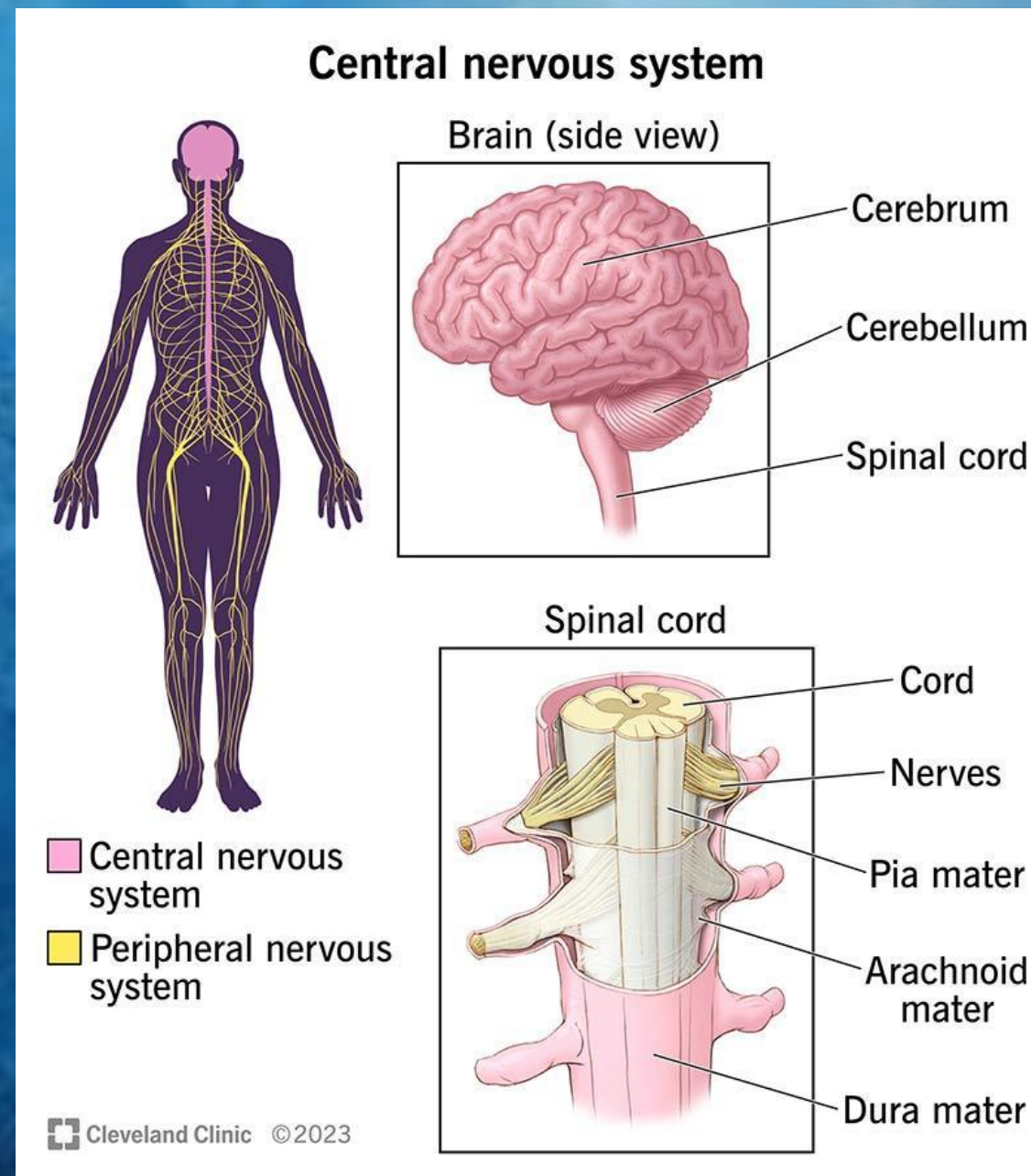
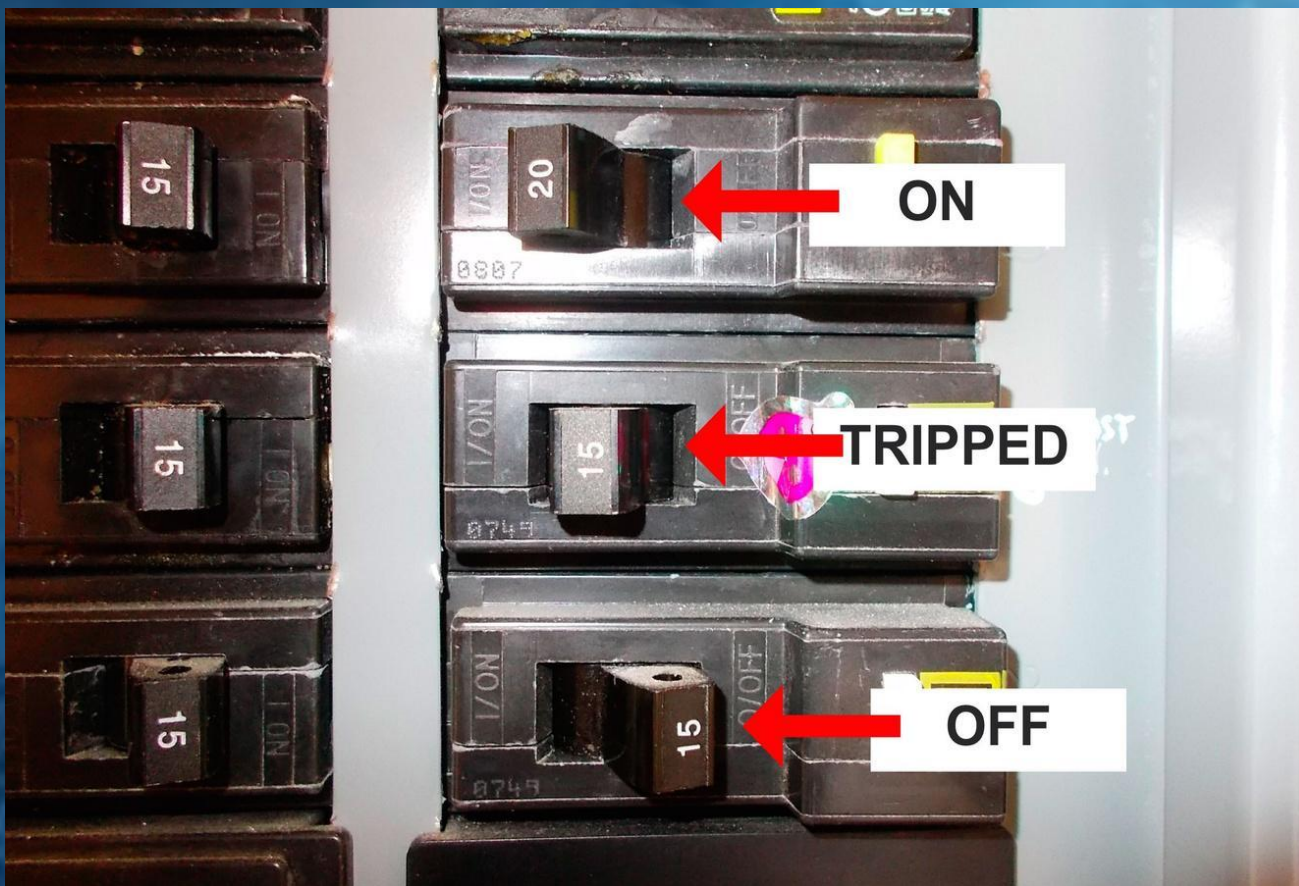
Your central nervous system (CNS) is a processing center that manages everything that your body does, from your thoughts and feelings to your movements.

Your brain and spinal cord are “central” to your CNS because they take in and send out information to your entire body.

Source: Cleveland Clinic  
(Medically Reviewed- 11/12/2023)

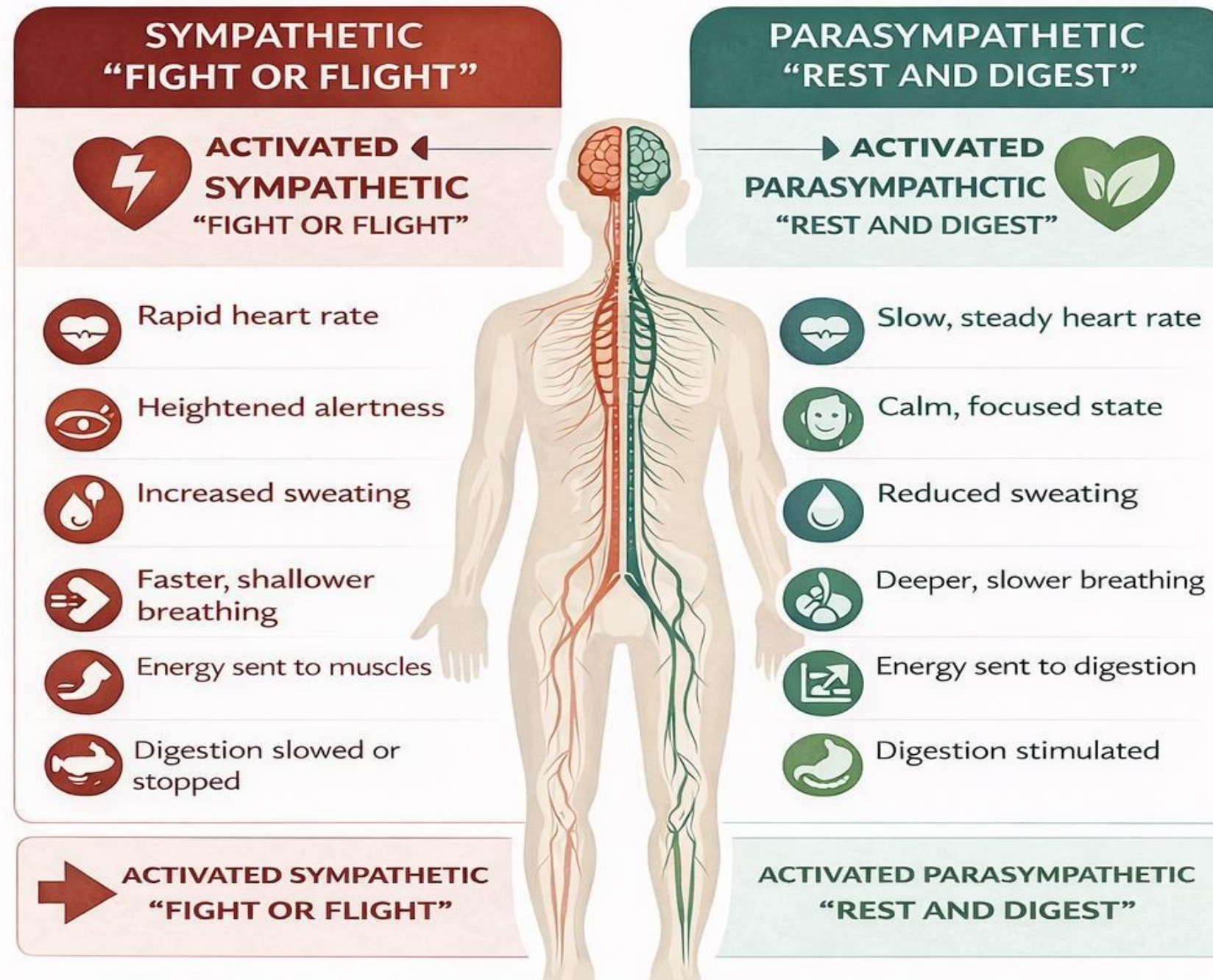


# BURNOUT IN REAL LIFE



# SYMPATHETIC vs. PARASYMPATHETIC NERVOUS SYSTEM

Understanding Your Body's Stress Responses and How to Restore Balance.



**KEY TAKEAWAY:** Stress activates your **sympathetic** system and keeps you on high alert.

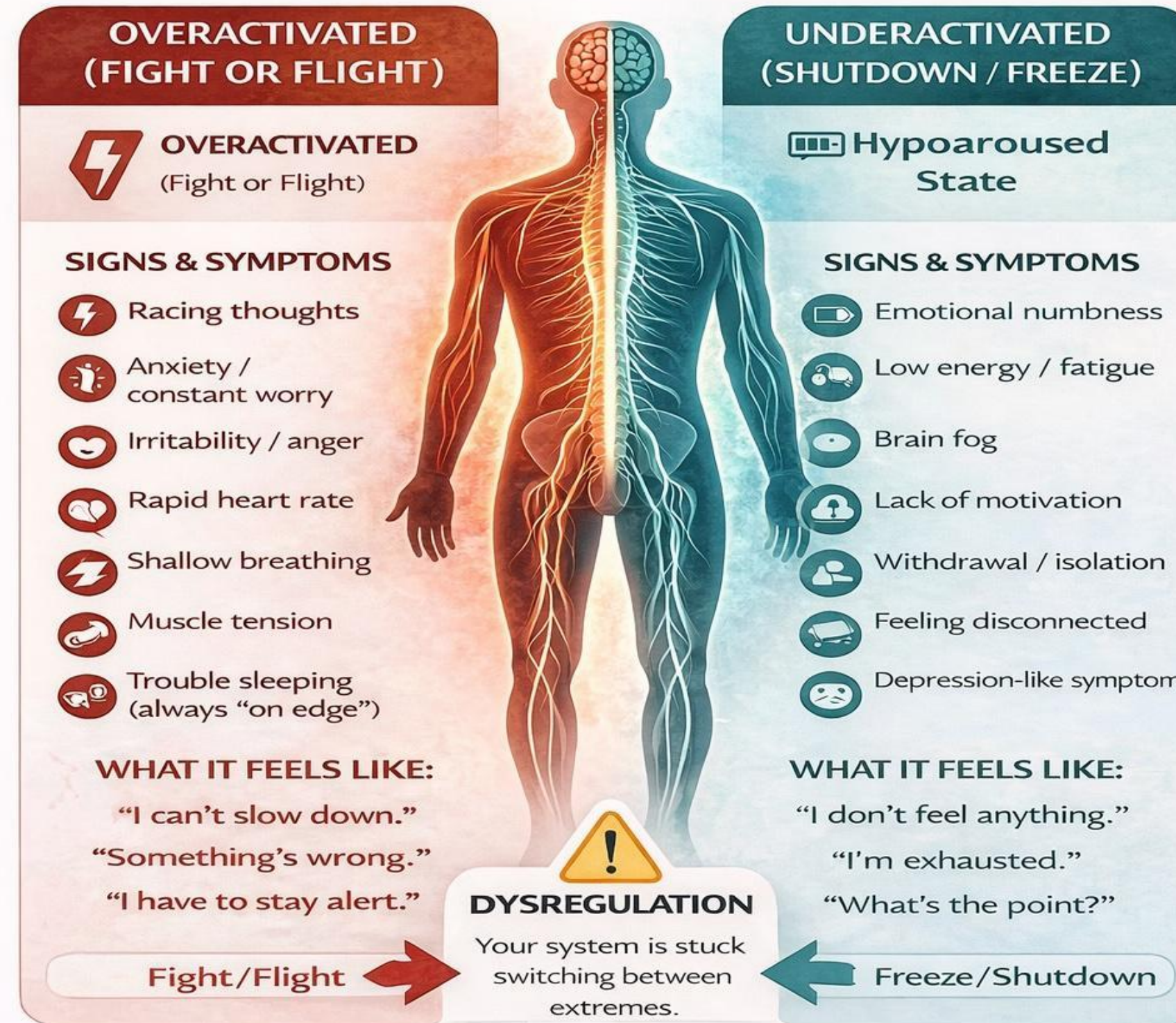
Intentional relaxation shifts you back into the **parasympathetic** system—helping you **rest, digest, and recover**.

The sooner you recognize the difference, the sooner you can make a **profound change**.



# DYSREGULATED NERVOUS SYSTEM

When Your Body Stays Stuck in Survival Mode



**KEY TAKEAWAY:** A dysregulated nervous system isn't a weakness—it's a system that's been under stress for too long.

- PATH TO RECOVERY**
- Regulate your body first
  - Create safety (internally + externally)
  - Build small, consistent recovery habits

You're not broken. Your system is overwhelmed. **And it can be reset.**



# NERVOUS SYSTEM DYSREGULATION

## *Workplace Micro-Triggers:*

- 01 Emails - Read, Address, Reply
- 02 Additional Assignments Work
- 03 Negative Interaction w/Supervisor or Co-Worker
- 04 Unexpected Interruptions/Requests
- 05 Difficult Client or Student



# NERVOUS SYSTEM DYSREGULATION - **AT WORK**

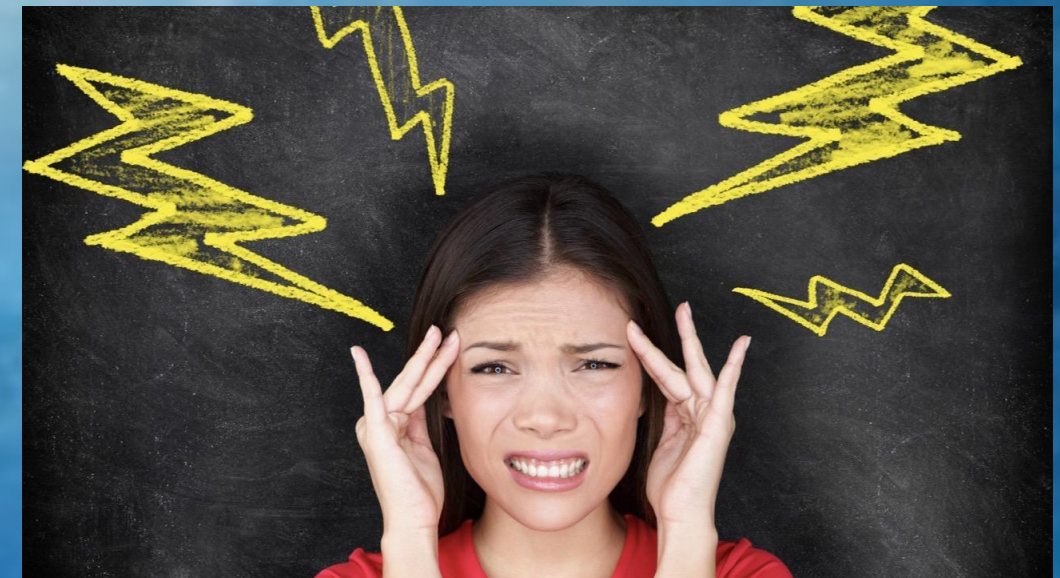
**01 Brain Fog - Lack of Clarity and Thinking**

**02 Procrastination**

**03 Impaired Creativity**

**04 Impaired Memory and Concentration**

**05 Poor Problem Solving**



# PREVENTING **BURNOUT** IN THE WORKPLACE

01 Relationship - Relationships - Relationships

02 Communicate - Set Boundaries

03 Ownership in the Work

04 Recognize Accomplishments

05 Monitor/Evaluate Workloads

06 Train Leaders to Recognize Signs of Burnout



# HOW DO I GET REGULATED??



# NERVOUS SYSTEM REGULATION

01

## Somatic Practices

- Body Scans - awareness: self-check - Lotus Bud
- Grounding - stomp feet, shake body, tense muscles
- Gentle Movement - stretching, yoga, tai chi
- Breathwork - double inhale, yawning, vroom
- Tactile Activation - pat/squeeze/brush, weighted blanket
- Resourcing (Mental Imaging) - safe place, protective figure, animal, container

02

Positive Self-Talk - “I am ok”, “I am safe”, etc



# NERVOUS SYSTEM REGULATION

03 Cold Water Exposure - splash cold water on face, ice compression, ice baths, cold showers, etc

04 High Adrenaline Hobbies - rock climbing, skydiving, white-water rafting, etc.

05 Social Connection - Made to be!

06 Self-Leadership - Prioritize YOU!

07 Meditation - Trains attention, and awareness, and emotional regulation





## High-Stress AM

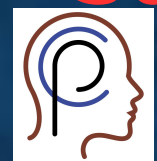
- Wake from sleep early
- Non-Sleep Deep Rest (NSDR)
- Yoga Nidra (11min-30min)
- Physiological Sigh (Double Inhale) 3-5min
- Other Somatic Practices

**\*KEY** - Target worst part of your day with the strategies to off-set the strongest symptoms



## No Energy AM

- Drag Self Out of Bed
- Hit burst & High-Stress PM
- Address at Night
  - Evening Walk
- Things to Avoid:
  - Caffeine
  - Bright Light
  - Stress Increases (Emails)



# BURNOUT REGULATION

## WANT - High Cortisol (AM)

- Sleep (7-8hrs) - Cortisol Cycle Centered
- Direct Bright Light
  - Natural Sunlight (Best)
  - 10,000 Lux (15-30min)
- Hydration (16-32 oz of water)
- Exercise
- Caffeine
- Nutrition (Grapefruit and Black Licorice)
- Cold Water Exposure
- Supplements (Ashwaganda)



## WANT - Low Cortisol (PM)

- Reduce Bright Lights
  - Including phone
  - Florescent lighting
- Higher-Carb Dinner
- Avoid Stressful Activities
  - Checking Emails
  - Watching the news
- Reduce Caffeine
- Limit Intense Workouts



# THE 4 PILLARS OF BURNOUT RECOVERY

A Simple, Actionable Path Back to Energy, Clarity, and Control



Burnout isn't the end—it's a **signal**.

With the right framework, it becomes the starting point for **profound change**.



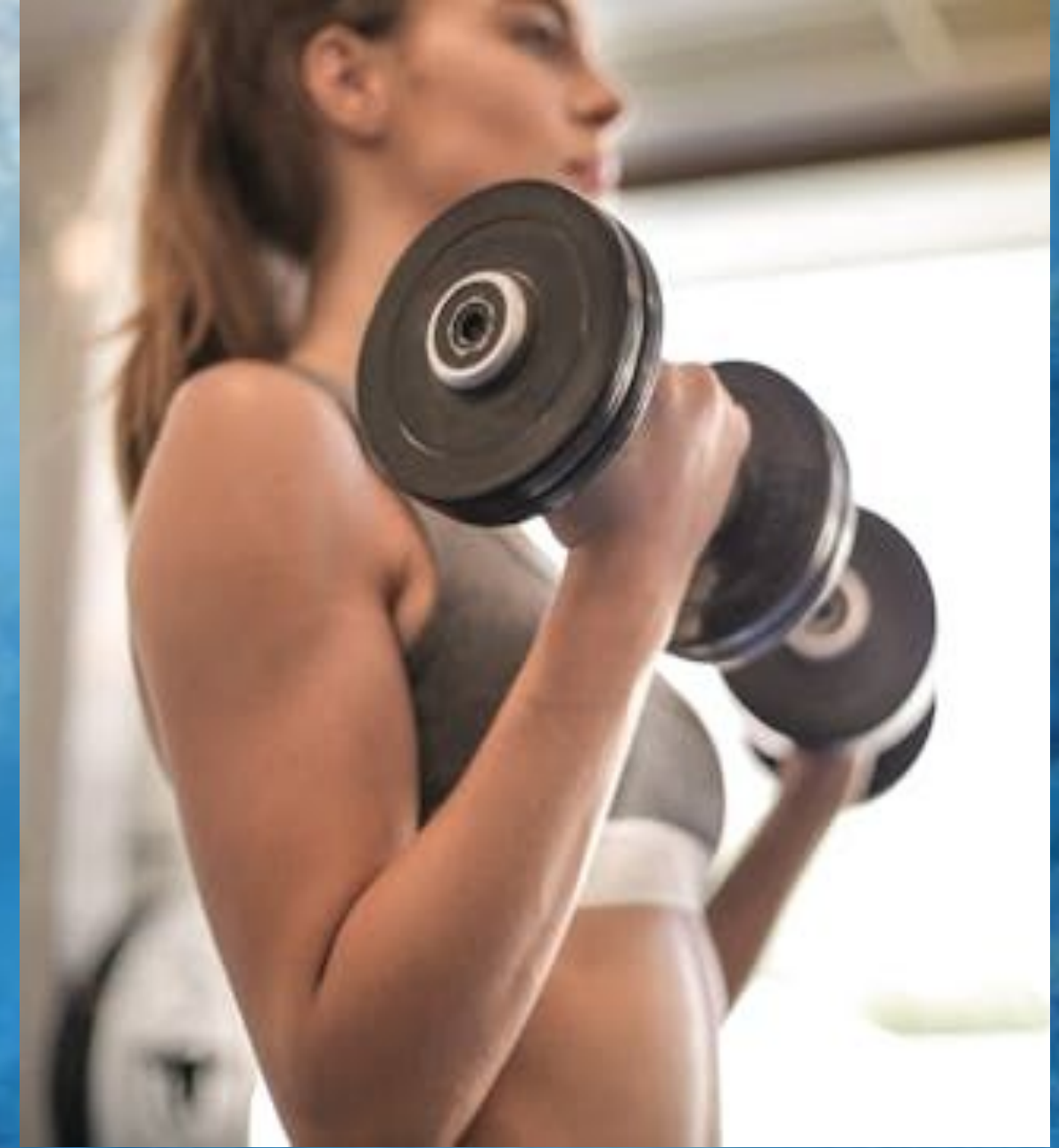
# RECOVERY FROM **BURNOUT**



**Represents a continuous, dynamic, and adapting flow of life rather than a static state. It requires navigating obstacles (rocks/trees), maintaining a healthy flow (energy/nutrients), and adapting to changing conditions.**



**CONSISTENCY IS KEY!!**



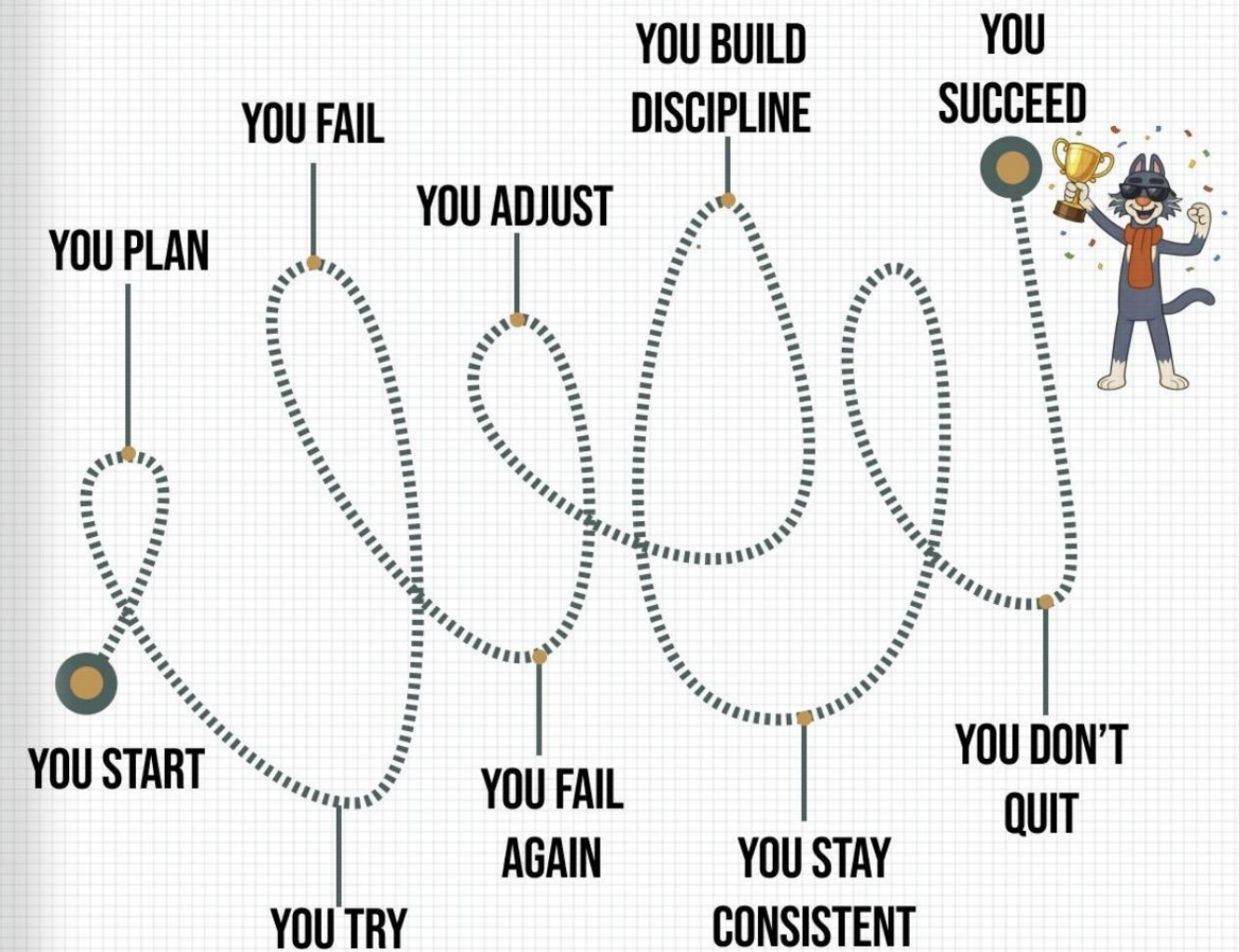
**BUT IT DOESN'T MEAN PERFECT**



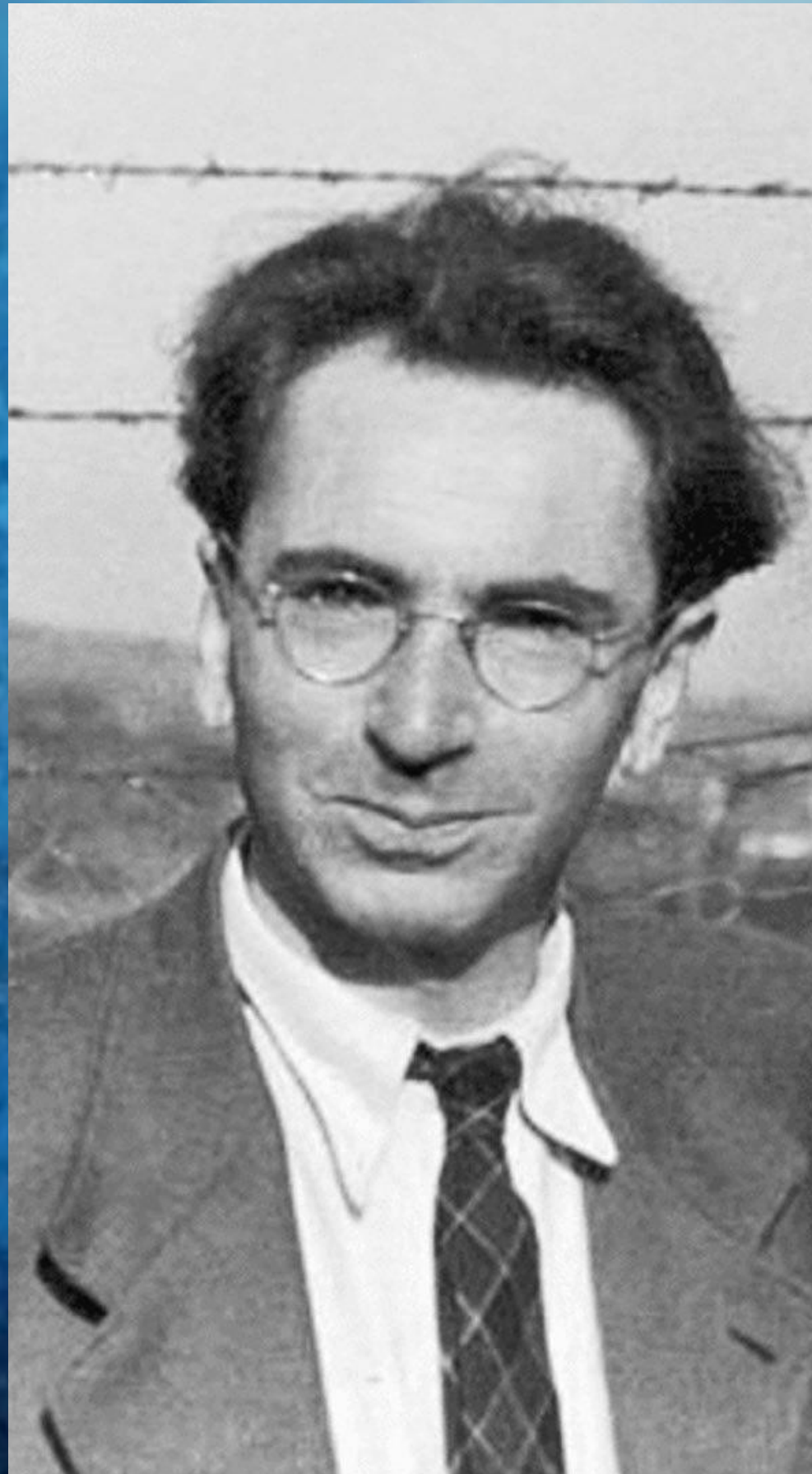
# THE ROAD TO **RECOVERY**



## THE ROAD TO SUCCESS IS NEVER EASY



# YOUR THOUGHTS



**“EVERYTHING CAN  
BE TAKEN FROM A  
MAN BUT ONE THING:  
THE LAST OF THE  
HUMAN FREEDOMS—**

**TO CHOOSE ONE’S  
ATTITUDE IN ANY  
GIVEN SET OF  
CIRCUMSTANCES,**

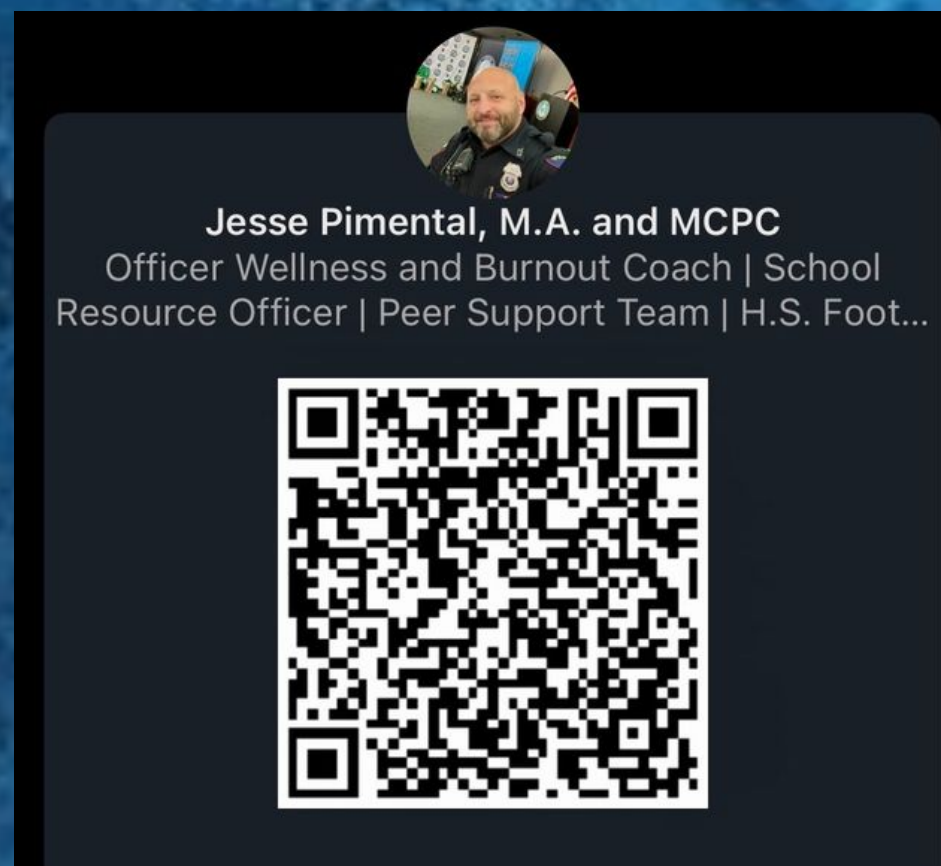
**TO CHOOSE ONE’S  
OWN WAY.”**

**VIKTOR E. FRANKL,  
*MAN’S SEARCH FOR MEANING***



# CONTACT INFO

**LinkedIn**



A LinkedIn profile card for Jesse Pimental. It features a circular profile picture of him in a police uniform. Below the picture, his name and titles are listed: "Jesse Pimental, M.A. and MCPC", "Officer Wellness and Burnout Coach | School Resource Officer | Peer Support Team | H.S. Foot...". A large QR code is positioned at the bottom of the card.



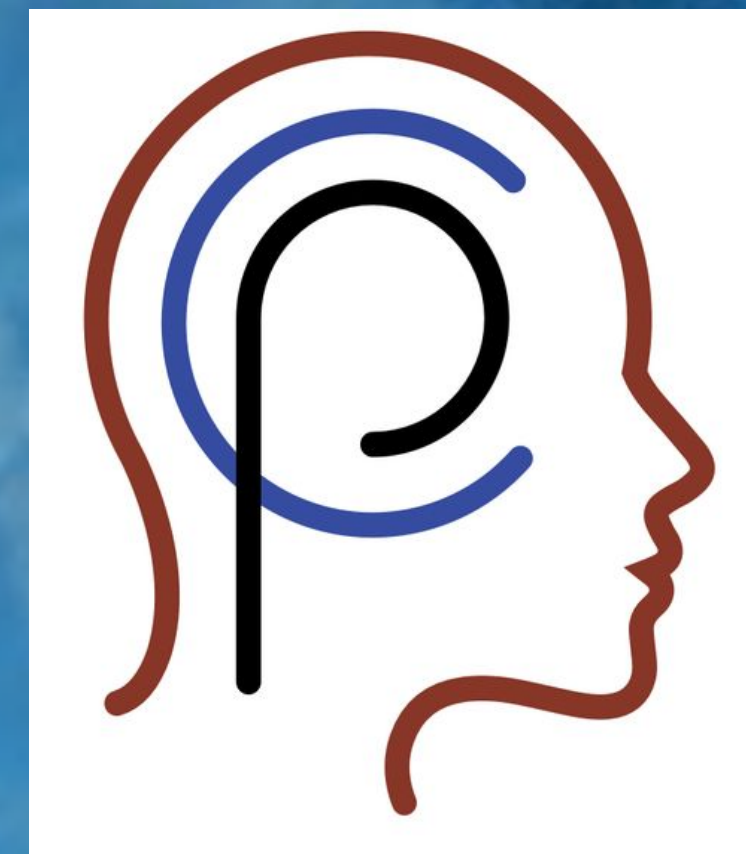
***Jesse Pimental***

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**Profound Change, LLC**





PAIN TO PURPOSE

