



BEAT BURNOUT!

5 Key Changes to

Address It, Recover from It, and Prevent It



0 MAKING KEY CHANGES 11

<https://MakingKeyChanges.com>



BEAT BURNOUT!



0 MAKING **KEY** CHANGES

with **Dr. Lori Schwartz Reichl**

Change Your Story!
Allow Dr. Reichl to serve as your GUIDE.

Reflect

To think
deeply

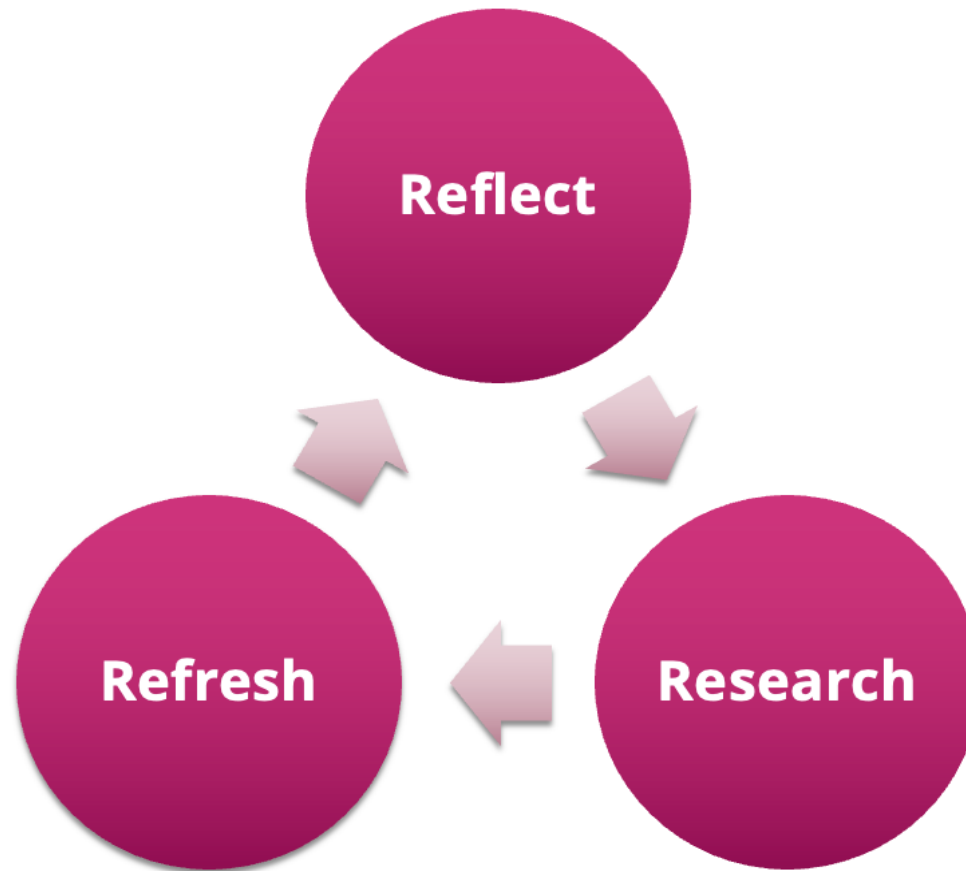
Research

To examine
and explore

Refresh

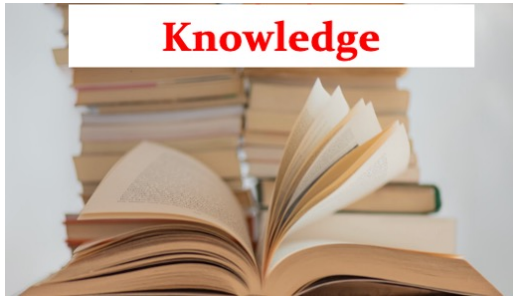
To give new
strength

Repeat this cycle of **key changes** for continued growth.



Attitude of Gratitude

Knowledge



Improvement



Inspiration



Gratitude



Gratitude is a powerful catalyst for happiness. It's the spark that lights a fire of joy in your soul. – Amy Collette

What is *your* story?

*Today you are You,
that is truer than true.*

*There is no one alive
who is Youer than You.*

— Dr. Seuss



What's Lori's Story?



When writing the story of your life, don't let anyone else hold the pen. — Anonymous

Dr. Lori Schwartz Reichl

<https://MakingKeyChanges.com>

It's All in the Family



Whatever you are, be a good one. — Abraham Lincoln

Always Growing



Northeastern School District



CABRINI
COLLEGE

WCU
WEST CHESTER
UNIVERSITY



Lebanon Valley College

MCDANIEL
COLLEGE

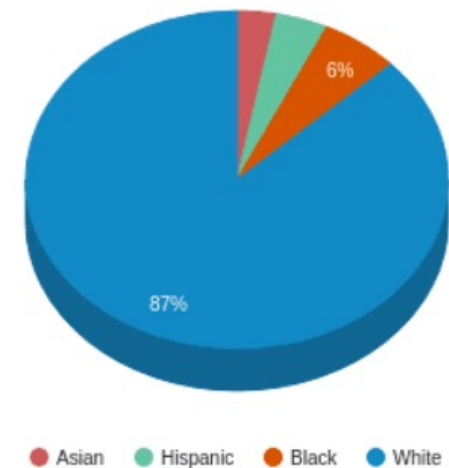


LIBERTY
UNIVERSITY

Education is the most powerful weapon which you can use to change the world. — Nelson Mandela

Teaching Experience #1

Daniel Boone Area Middle School
Douglassville, Pennsylvania – Berks County



I alone can not change the world, but I can cast a stone across the waters to create many ripples. — Mother Teresa

Love and Marriage



All journeys have secret destinations of which the traveler is unaware. — Martin Buber

Teaching Experience #2

Oakland Mills Middle School – **TITLE 1**
Columbia, Maryland – Howard County



Total Enrollment: 428
Official count 9/30/23

Ethnicity FY24

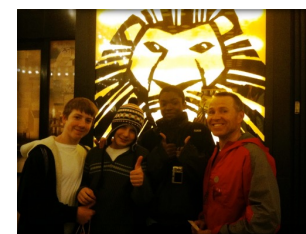
American Indian/Alaskan	≤5.0%
Asian	5.1%
Black/African American	31.8%
Hawaiian/Pacific Islander	≤5.0%
Hispanic/Latino	32.5%
White	23.6%
Two or more races	6.8%

**Students Receiving Special Services
FY23**

Free/Reduced Meals	53.2%
English Learners	10.6%
Special Education	14.1%

Do not go where the path may lead. Go instead where there is no path and leave a trail. — Ralph Waldo Emerson

From Shambles to Success



Whatever good things we build, end up building us. — Jim Rohn

Teaching Experience #3

Thomas Viaduct Middle School – TITLE 1
Hanover, Maryland – Howard County



Total Enrollment: 764
Official count 9/30/23

Ethnicity FY24

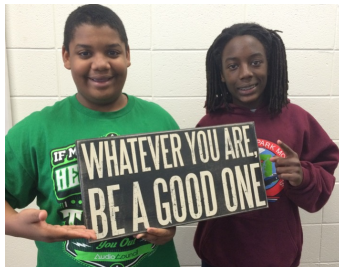
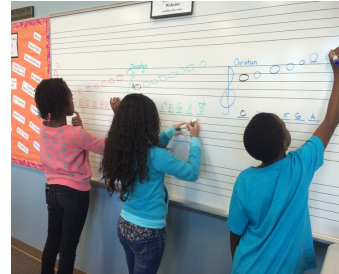
American Indian/Alaskan	≤5.0%
Asian	16.0%
Black/African American	47.8%
Hawaiian/Pacific Islander	≤5.0%
Hispanic/Latino	19.6%
White	9.8%
Two or more races	6.4%

**Students Receiving Special Services
FY23**

Free/Reduced Meals	53.0%
English Learners	10.1%
Special Education	7.6%

You must be the change you wish to see in the world. — Mahatma Ghandhi

Build It and They Will Come



It takes hands to build a house, but only hearts can build a home. — Anonymous

Teaching Experience #4



A mind that is stretched by a new experience can never go back to its old dimensions. — Oliver Wendell Holmes

Burnt Out

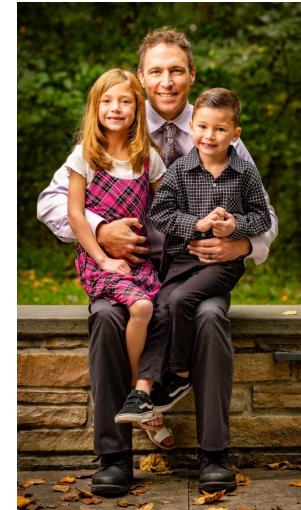


“
By refreshing our sense of
belonging in the world,
we widen the web of
relationships that **nourish** us
and **protect** us from **burnout**.
”

– Joanna Macy & Chris Johnstone

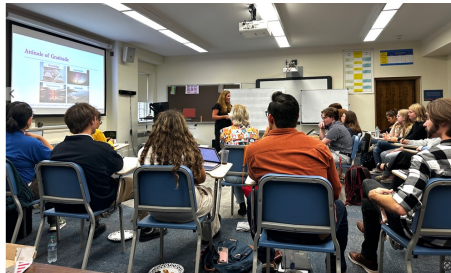
MAKING KEY CHANGES

The Power of Pause



The work will wait while you show the child the rainbow, but the rainbow won't wait while you do the work. — Anonymous

Making Music ➡ Making Key Changes



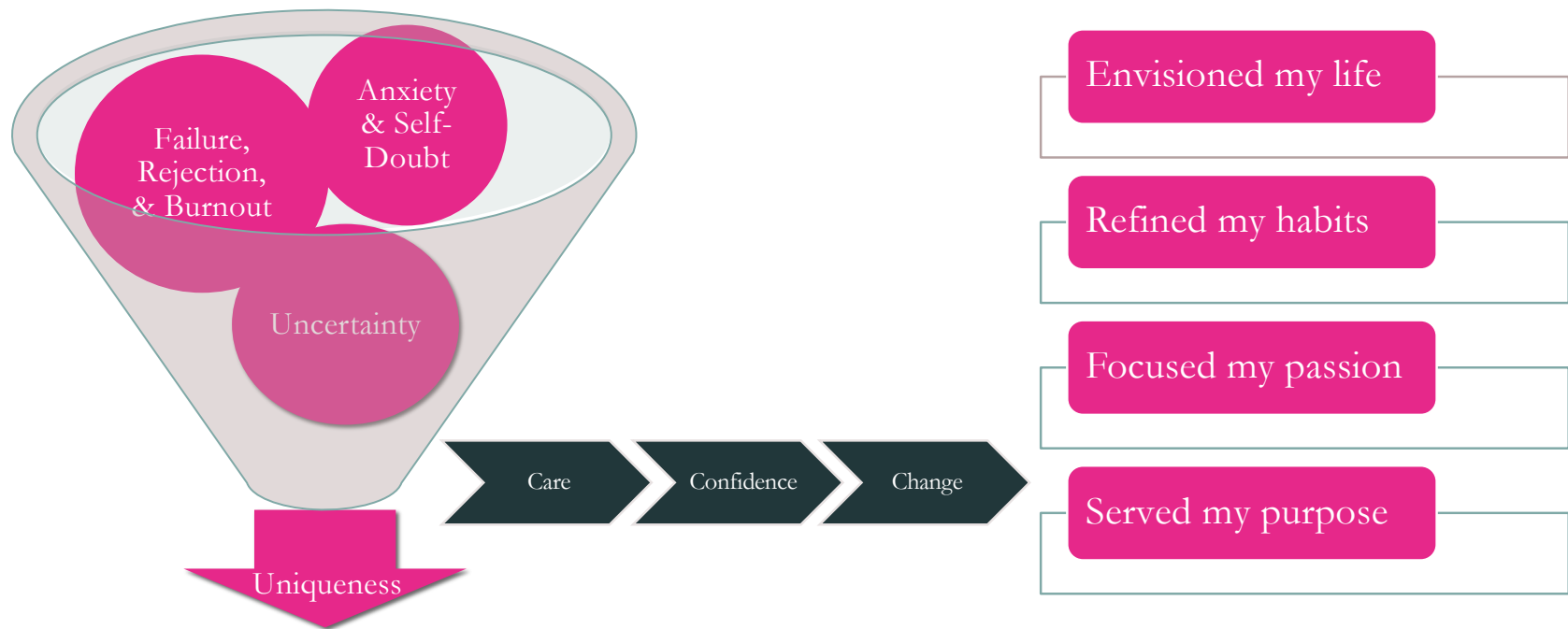
Change brings opportunity. — Nido Qubein

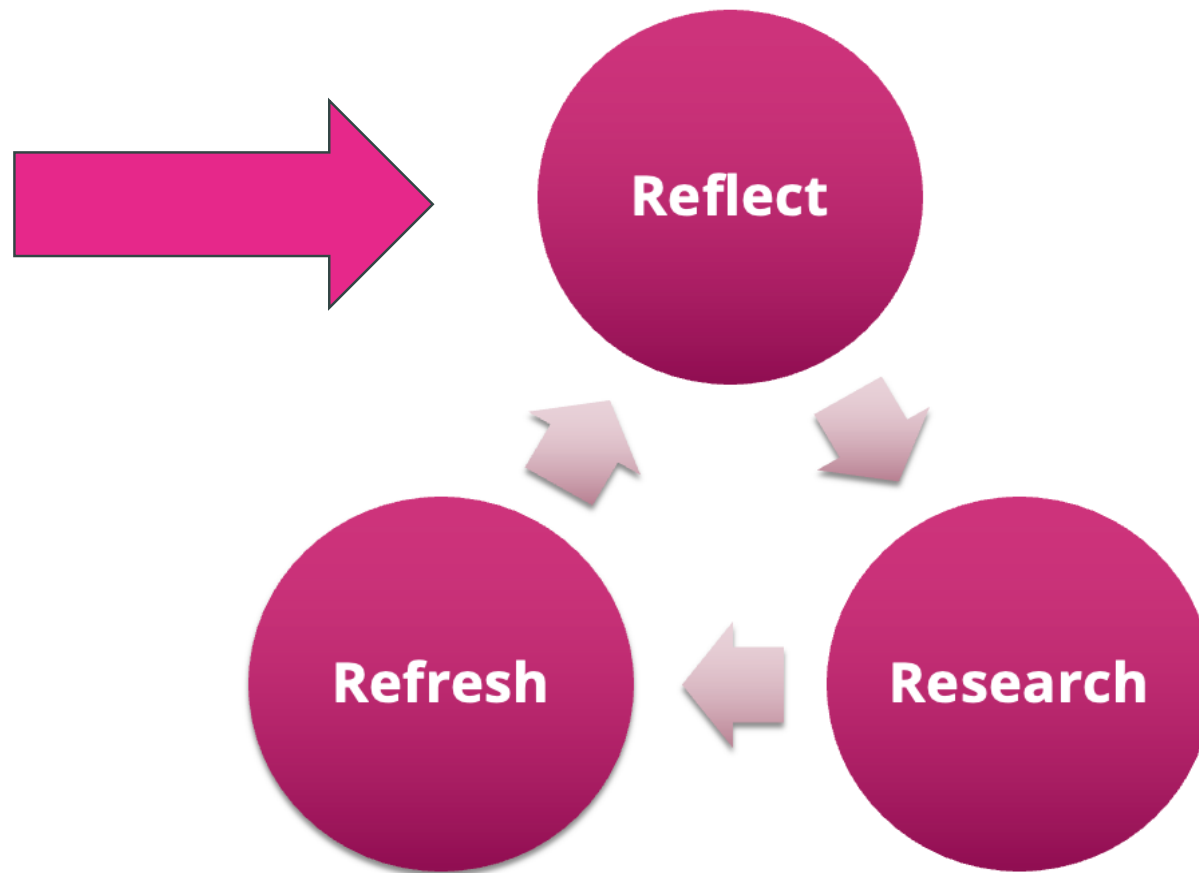
How are we *Making Key Changes* to grow?



We are more alike, my friends, than we are unlike. — Maya Angelou

Lessons in Growth





What is *your* story?

*Today you are You,
that is truer than true.
There is no one alive
who is Youer than You.*
— Dr. Seuss



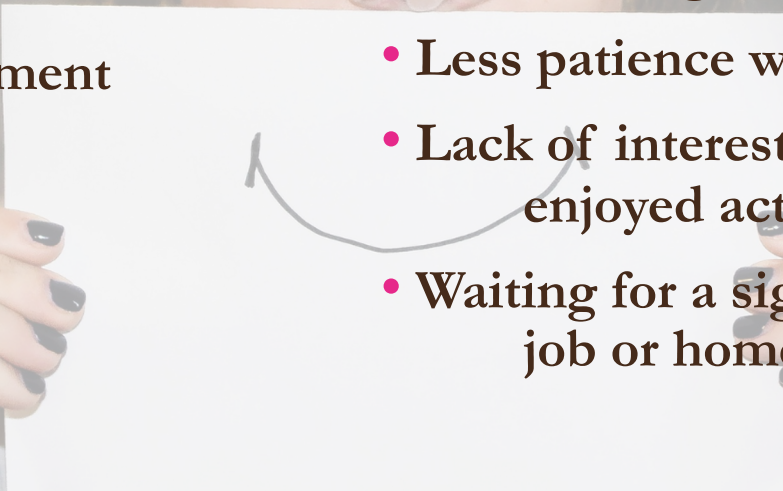


How are you burnt out?

Reflect on examples.

Will you share?

Common Symptoms of Burnout

- 
- Boredom
 - Lack of motivation
 - Little enjoyment
 - Stress
 - Anxiety
 - Exhaustion
 - Overwhelmed
 - Not wanting to get out of bed
 - Less patience with others
 - Lack of interest in previously enjoyed activities
 - Waiting for a sign to leave a job or home

What are your *colleagues'* stories?

*Always the beautiful answer
who asks
a more beautiful question.*
– E. E. Cummings





How do your
colleagues
seem burnt
out?

Reflect on examples.

Will you share?

What are your *students'* stories?

*Share our similarities,
celebrate our differences.*

— M. Scott Peck

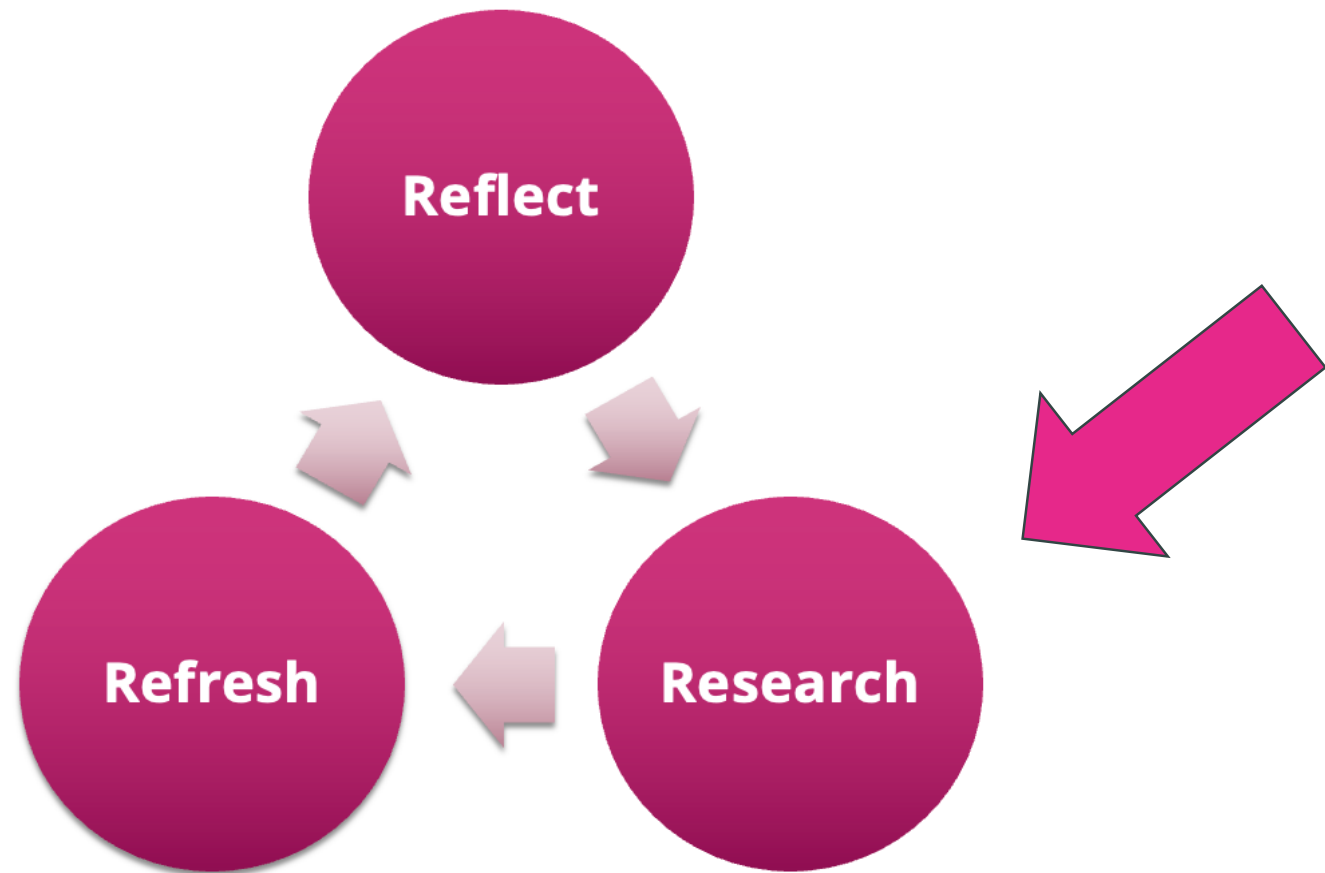




How do your students seem burnt out?

Reflect on examples.

Will you share?



3 Components of BURNOUT

Exhaustion

Cynicism

Inefficacy

Exhaustion

Physical

Cognitive

Emotional

Cynicism

Also called *depersonalization*: an erosion of engagement

The result of work overload

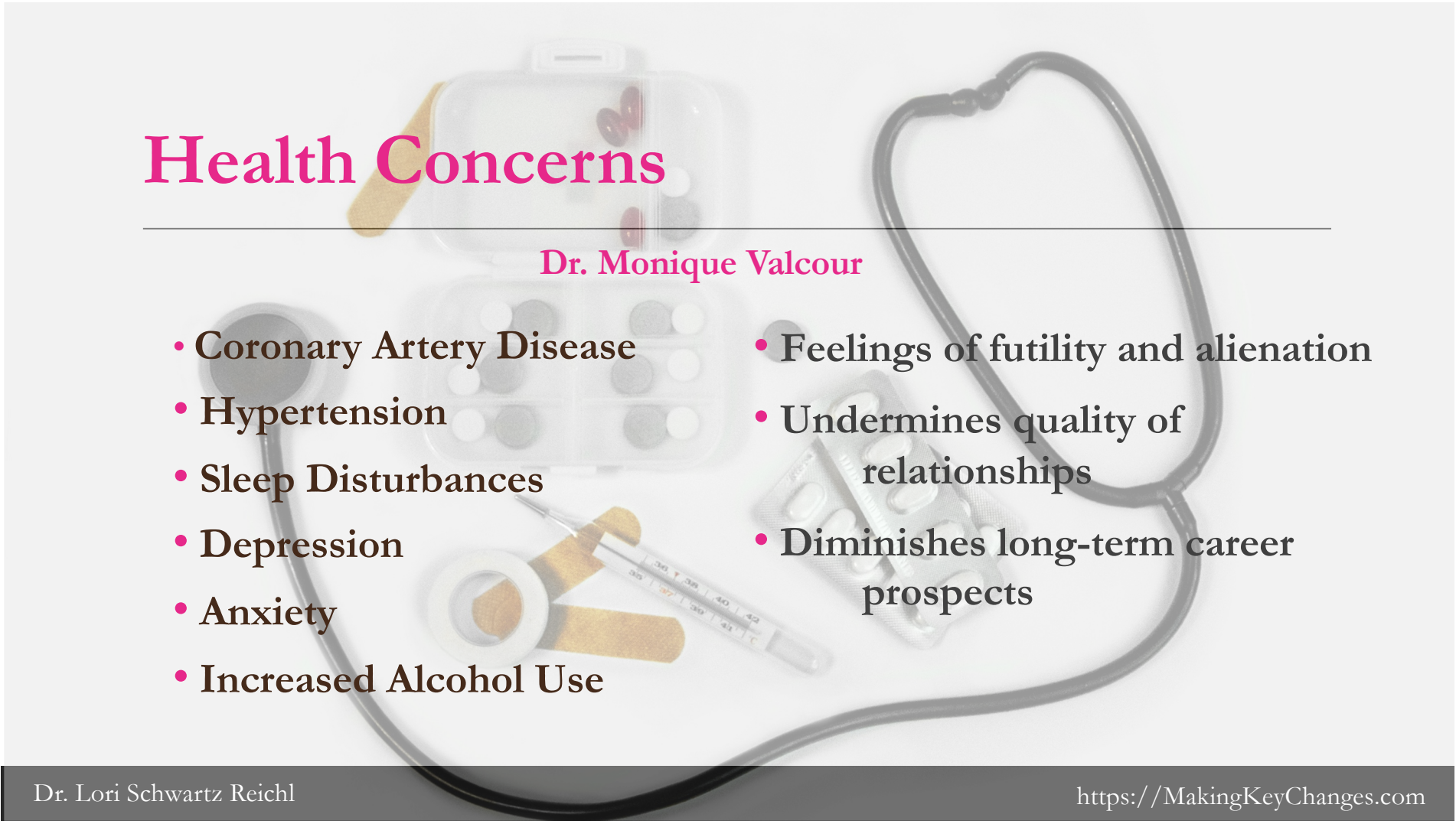
Conflict, unfairness, and lack of participation in decision-making

Inefficacy

Feelings of incompetence, lack of achievement, and productivity

Absence of feedback and meaningful recognition

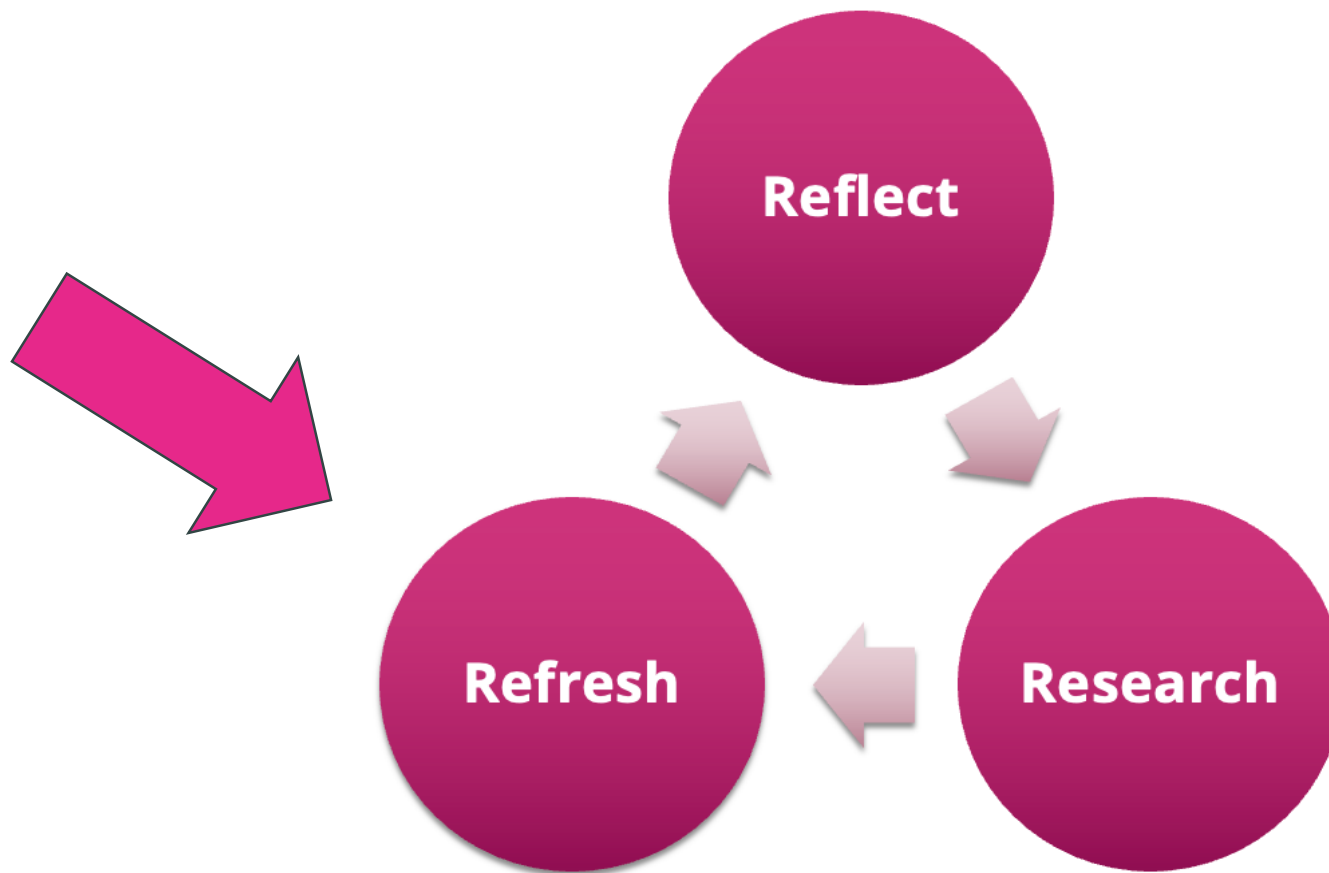
Wondering about the quality of your work and feeling unappreciated

A collection of medical supplies including a stethoscope, a pill organizer, a syringe, a thermometer, and band-aids, arranged on a light gray background.

Health Concerns

Dr. Monique Valcour

- **Coronary Artery Disease**
- **Hypertension**
- **Sleep Disturbances**
- **Depression**
- **Anxiety**
- **Increased Alcohol Use**
- **Feelings of futility and alienation**
- **Undermines quality of relationships**
- **Diminishes long-term career prospects**



Key Change #1: Recognize & Examine

- Recognize who is experiencing burnout
- Learn about the components
- Identify the symptoms
- Explore the broader impact
- Check-in with yourself and others



How can you recognize burnout in yourself and identify it in others?

Key Change #2: Set Boundaries & Breaks

- Acknowledge your limits
- Set boundaries
- Learn to say “NO” or “Not now”
- Eat, Sleep, MOVE!
- Take breaks



How can you take breaks and set boundaries yourself, and encourage others to do the same?

Key Change #3: Connect

- Connect with someone
- Share with others
- Engage in fun activities
- Monitor the situation



What could you plan or schedule in your organization to connect one another?

Key Change #4: Follow-Up

- When in doubt, reach out. . . again
- Review how you/they have improved (or worsened)
- Consider additional guidance



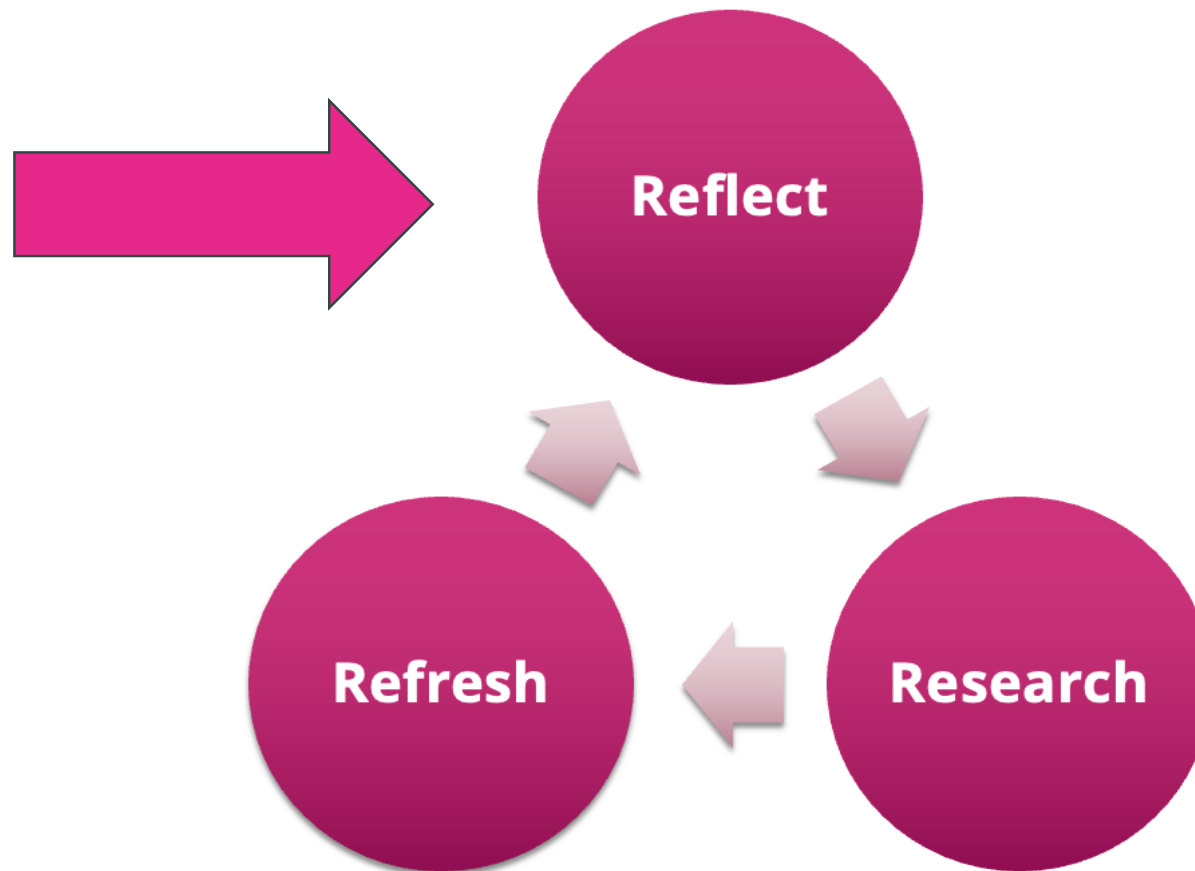
How can you follow up with others to ensure they are beating burnout?

Key Change #5: Show Gratitude

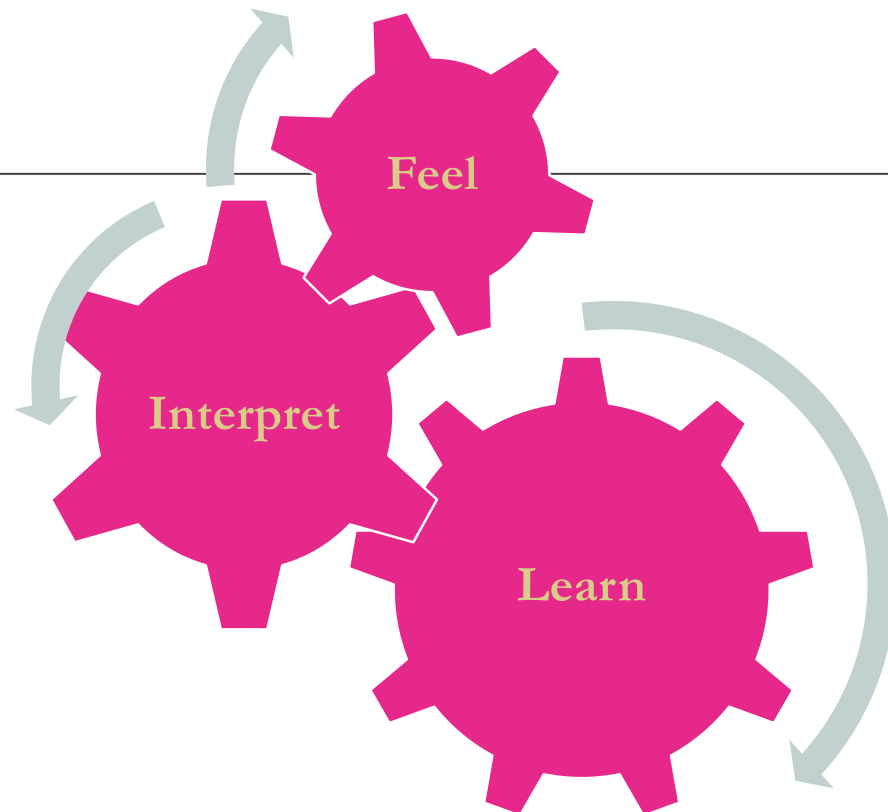
- Speak kindly
- Highlight strengths
- Showcase achievements
- Support & celebrate
- Express thanks



How are you showing gratitude to those you love, serve, or lead?



Considerations



Feel



<https://MakingKeyChanges.com>

Interpret

<https://MakingKeyChanges.com>

Learn



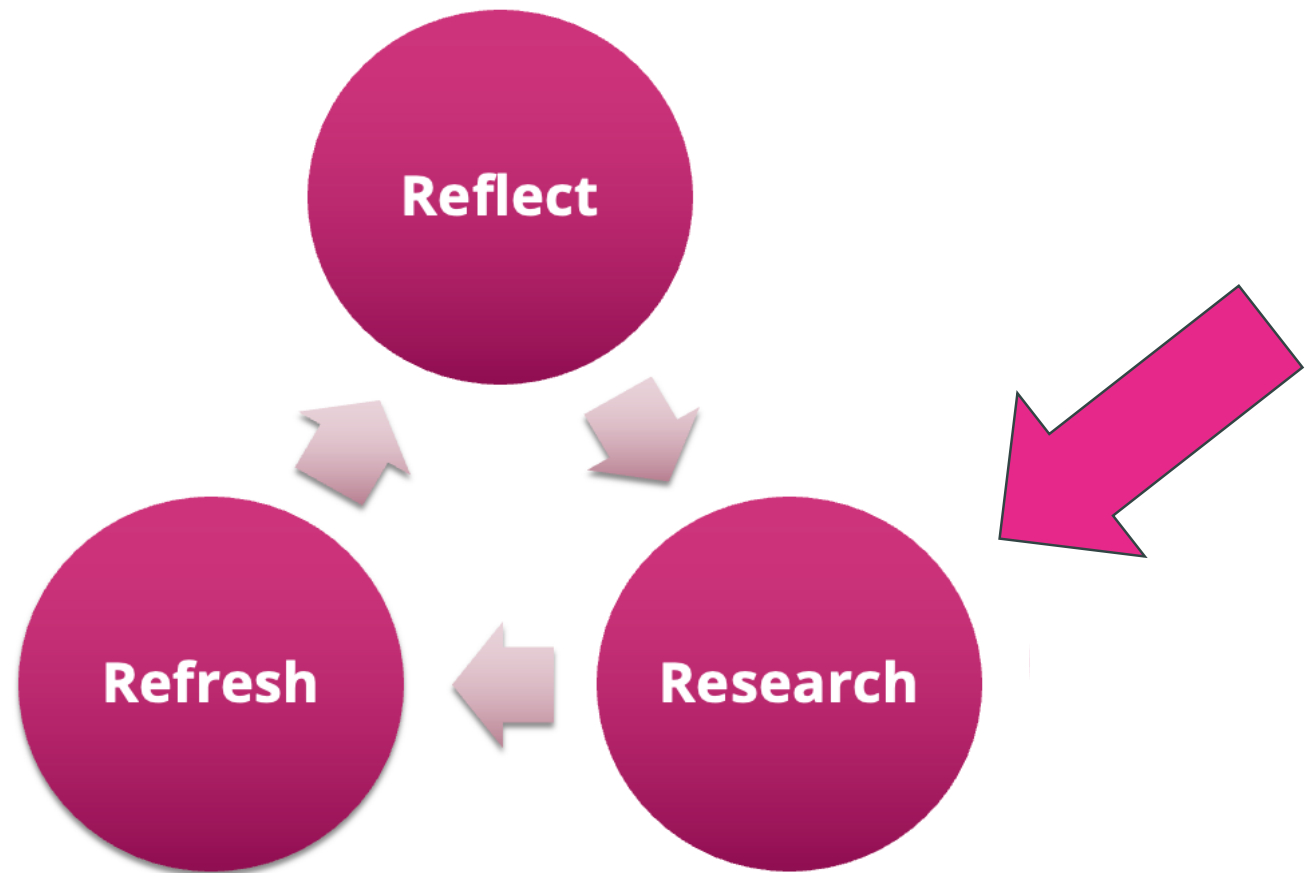
<https://MakingKeyChanges.com>

Questions for Reflection

Do you recognize the component syndromes of burnout?

Have you asked for help to confront and conquer burnout?

How can you help others beat burnout?



Glass Ball Theory

- **5 Priorities of Life**

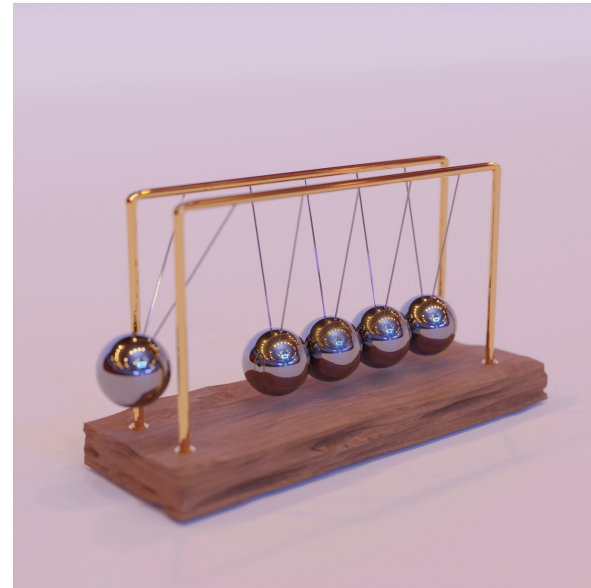
- Work
- Family
- Health
- Friends
- Spirit

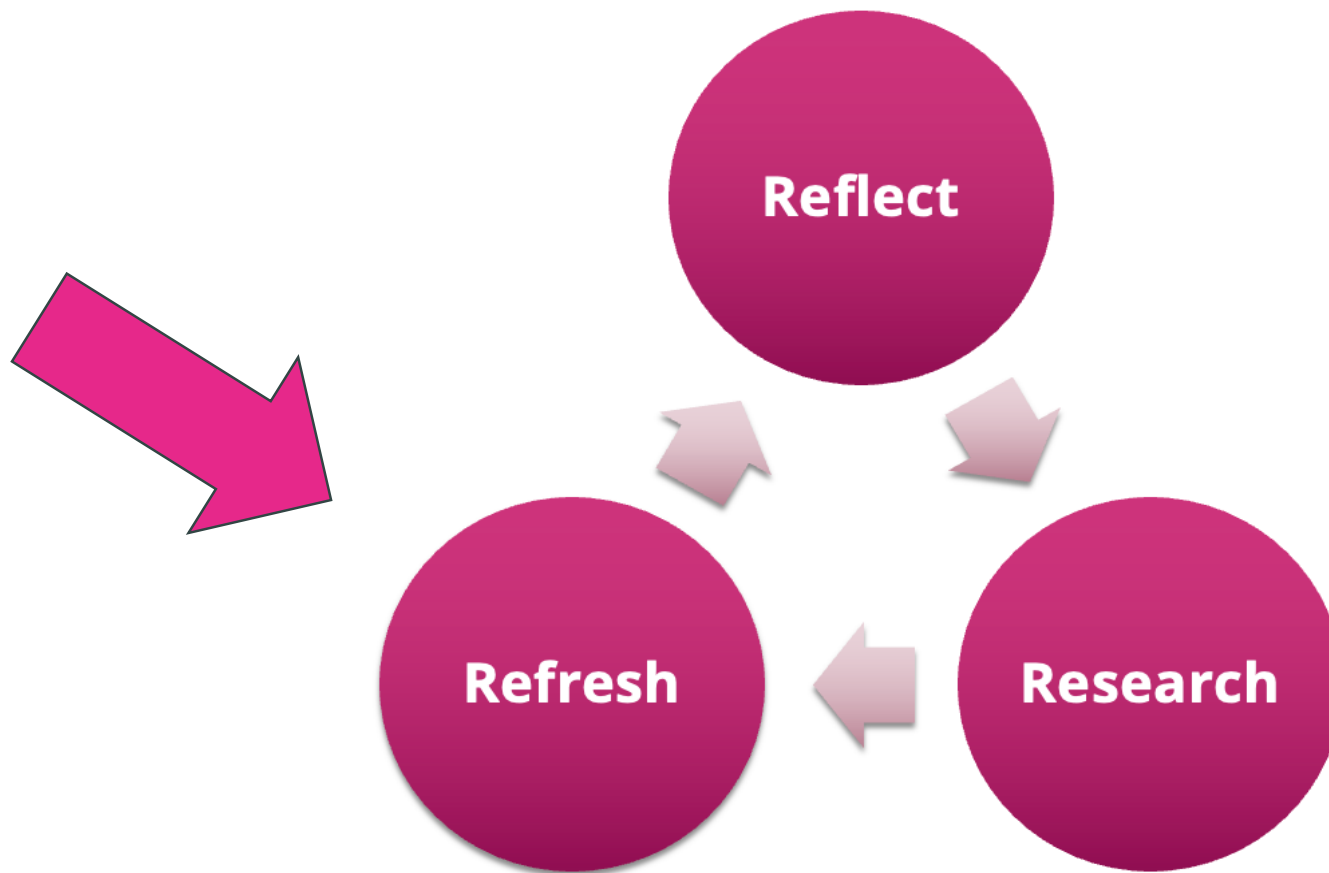
💡 Brian Dyson, former CEO of Coca-Cola



... AND (*not* BUT)

- Child
- Sibling
- Partner
- Parent
- Caregiver
- Aunt or Uncle
- Cousin
- Friend
- Neighbor
- Employee
- Colleague
- Boss
- Business Owner
- Who else?



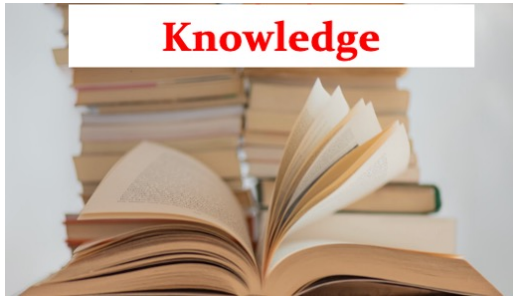


Response & Resources



Attitude of Gratitude

Knowledge



Improvement



Inspiration



Gratitude



Gratitude is a powerful catalyst for happiness. It's the spark that lights a fire of joy in your soul. – Amy Collette

Thoughts or Questions . . .



Contact & Resources

<https://MakingKeyChanges.com>



[HOME](#) [ABOUT](#) [OPPORTUNITIES](#) [SERVICES](#) [CAMPS](#) [PODCAST](#) [MEDIA](#)

[Contact](#)



Change Agent



Unlocking Personal & Organizational
Growth Through Actionable Key Changes



Book Lori to speak at your school,
company, or organization.



Dr. Lori Schwartz Reichl

<https://MakingKeyChanges.com>

Podcast Episodes



These two podcast episodes
are a follow-up to this session!



Articles



Beat Burnout

March 2025

Read



Consistency Is Key

February 2025

Read



A Word to the Wise

Selecting ONE Word as Motivation for the New Year

January 2025

Read



Speaker



Dr. Lori Schwartz Reichl

<https://MakingKeyChanges.com>

Feedback



Give feedback to Lori

Scan this QR code



Or go to

<https://talk.ac/MakingKeyChanges>

and enter this code when prompted

MKC

Powered By 



Feedback 0% complete for
Lori Schwartz Reichl



Hi! 🙌 Thanks for your time!

Let's get your contact info

Your email

Your name

Yes, keep me updated on news about Lori

Let's Go!

THANK YOU!

0 ————— "MAKING KEY CHANGES"



*I've learned that people will forget what you said,
people will forget what you did,
but people will never forget how you made them feel.*
— Maya Angelou