

***Module 1 — The Anti-Burnout
Blueprint: Reclaim Your Energy,
Focus, and Confidence***

Understanding the 5 Stages of Burnout & The Stress Curve



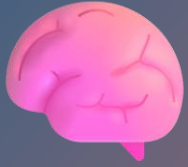


Lesson Objectives

- By the end of this lesson, participants will be able to:
 - Identify the 5 stages of burnout and recognize where they are currently.
 - Understand the “Stress Curve” and locate themselves on it.
 - Distinguish between healthy stress that drives growth and toxic stress that leads to burnout.
 - Take immediate action to rebalance before reaching critical burnout.
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SECTION 1: The 5 Stages of Burnout

“Burnout doesn’t happen overnight — it’s a gradual slide that starts with ambition and ends in exhaustion.”



Stage 1: The Honeymoon Stage

- **Characteristics:**

- High motivation and enthusiasm
- Taking on challenges eagerly
- Working long hours with excitement
- Belief: “I can handle anything.”

- **Potential Red Flags:**

- Neglecting rest or self-care
- Overidentifying with work or success

- **Coaching Reflection:**

- “Where am I overextending in the name of passion or proving myself?”

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Stage 2: The Onset of Stress

Characteristics:

- Realization that demands are high and time is limited
- Mild fatigue, irritability, or trouble focusing
- Decrease in satisfaction or patience

Physical & Emotional Signs:

- Sleep changes, minor anxiety, racing thoughts

Coaching Reflection:

- “What patterns of stress do I notice repeating each week?”

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Stage 3: Chronic Stress

Characteristics:

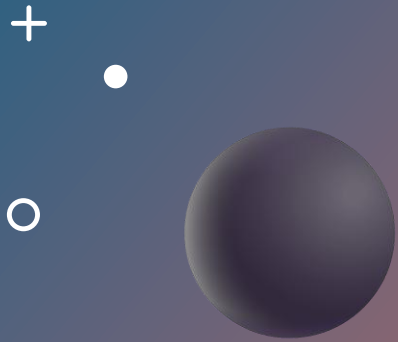
- Energy constantly low, even after rest
- Cynicism toward work or people
- Loss of joy or motivation

Behavioral Clues:

- Avoidance, procrastination, emotional outbursts
- Increased reliance on caffeine, alcohol, or distraction

Coaching Reflection:

- “Where am I starting to withdraw or shut down emotionally?”



Stage 4: Burnout

Characteristics:

- Emotional exhaustion and mental fog
- Feeling detached, hopeless, or numb
- Work and relationships feel like a burden

Physical Symptoms:

- Frequent illness, digestive problems, chronic fatigue

Coaching Reflection:

- “If I continue at this pace, what will it cost me long-term?”



Stage 5: Habitual Burnout

Characteristics:

- Deep exhaustion becomes normal
- May develop depression, anxiety, or apathy
- Feeling disconnected from purpose or identity

Coaching Reflection:

- “What support or change do I need to begin recovery?”



Activity: Self- Assessment

- “On a scale of 1–5, which stage feels most like your current reality?”

Stage	Your Score (1–5)	Description
• Honeymoon		Energized &
		engaged
• Onset of Stress		Mild overwhelm
• Chronic Stress		Constant pressure
• Burnout		Emotional
		exhaustion
• Habitual Burnout		Numbness / detachment

Discuss in pairs with (BAF Coach) or journal:

- 👉 “What evidence do I see that tells me I’m in this stage?”



SECTION 2: The Stress Curve — Finding Your Balance Point

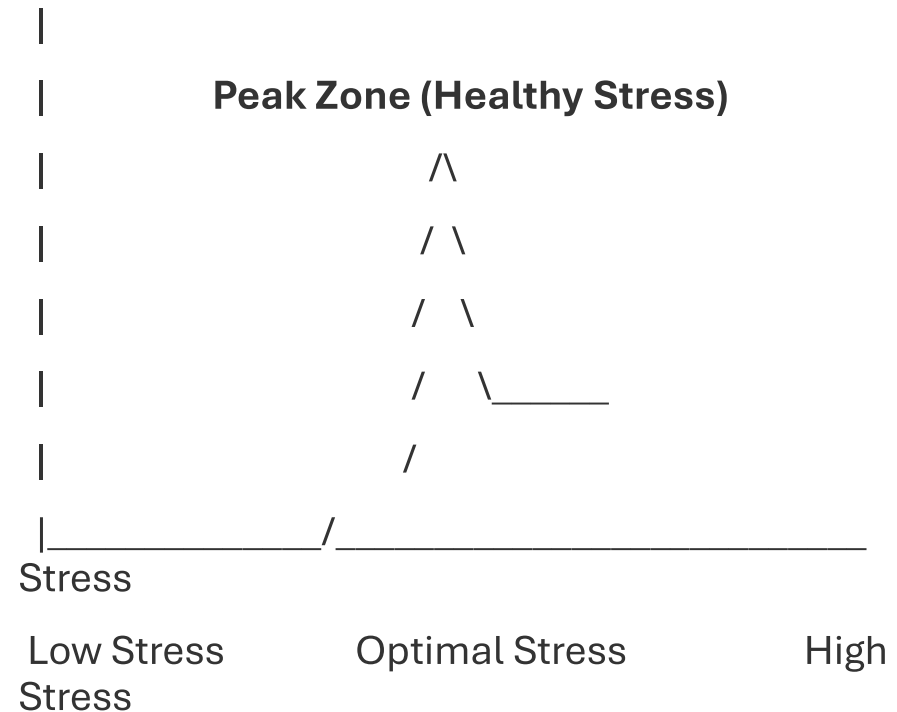
Module 1 — The Anti-Burnout Blueprint: Reclaim Your Energy, Focus, and Confidence

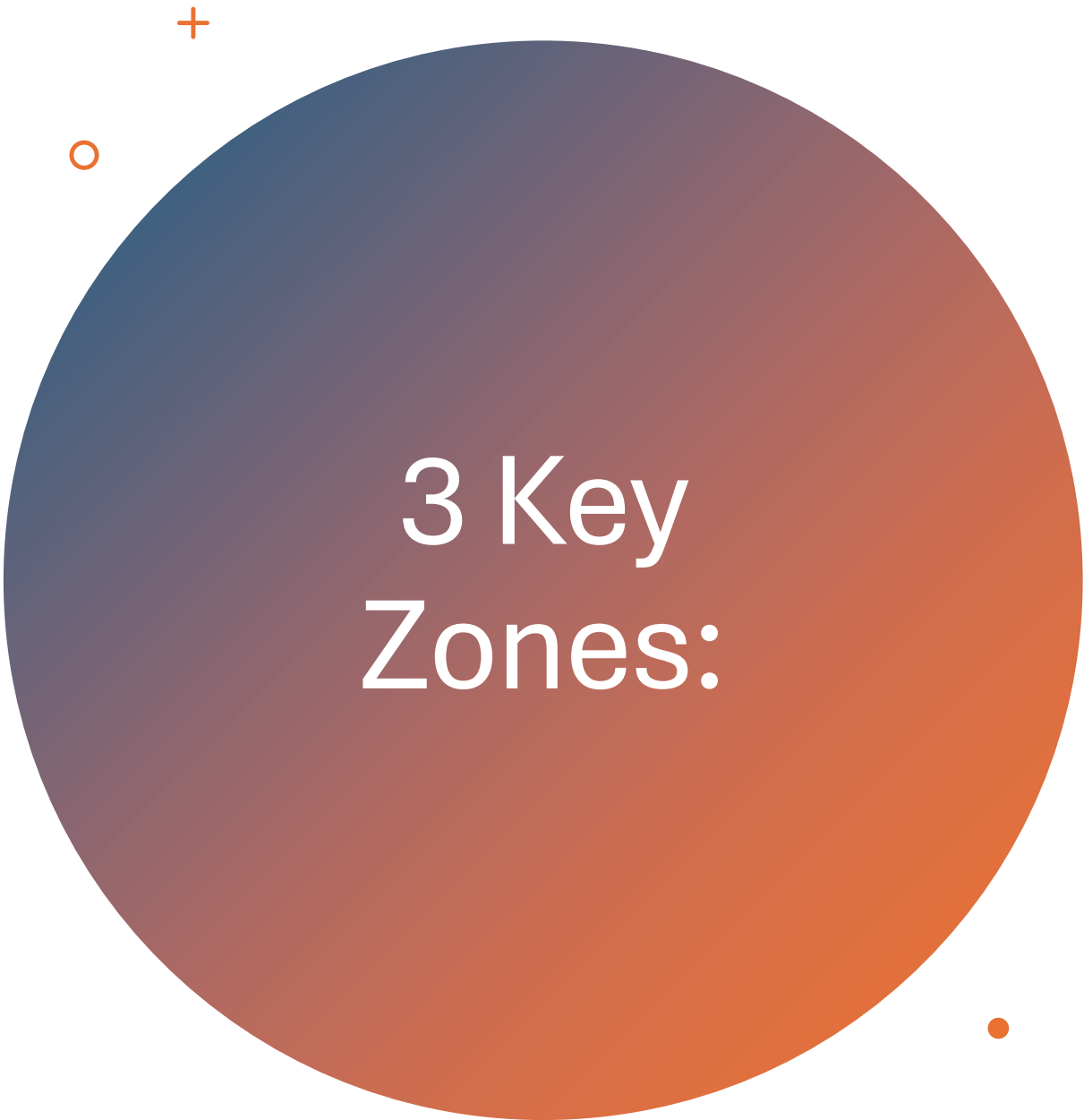
The Stress Curve — Finding Your Balance Point

Concept:

- The **Yerkes-Dodson Law** (known as the Stress Performance Curve) shows that stress and performance follow an inverted U-shape.

Performance





3 Key Zones:

1 Low Stress — Underload

- You feel bored, disengaged, uninspired.
- Little challenge → low motivation.
- **Examples:** lack of purpose, repetitive tasks.

2 Optimal Stress — The Peak Zone

- You're stretched but still in control.
- High focus, creativity, drive.
- Healthy motivation and recovery cycle.
- **This is where growth happens.**

3 High Stress — Overload & Burnout

- Too many demands for too long.
- Body stuck in fight-or-flight mode.
- Performance and clarity drop sharply.



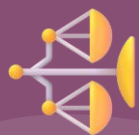
Coaching Exercise: “Where Am I on the Curve?”

Ask clients to circle their current position:

- ☐ Low Stress (bored, unchallenged)
- ☐ Optimal Stress (motivated, balanced)
- ☐ High Stress (fatigued, irritable)
- ☐ Overload (anxious, scattered)
- ☐ Burnout (disconnected, exhausted)

Reflection Prompts:

- “What’s one thing that could help me move one step left toward balance?”
- “What support do I need to maintain my optimal zone?”



SECTION 3:

Healthy Stress vs Burnout Stress

Aspect	Healthy Stress (Eustress)	Burnout Stress (Distress)
Duration and chronic	Short-term and purposeful	Prolonged
Effect on Energy	Energizing, focused	Draining, exhausting
• Emotional State	Excited, challenged	Anxious, numb
• Control Level	Feels manageable	Feels out of control
• Outcome	Growth, motivation, flow	Fatigue, apathy, withdrawal

✚ Example Scenarios:

- **Healthy Stress:**

- Presenting at an event → butterflies, but motivated and focused.

- **Burnout Stress:**

- Every day feels like a presentation, but without rest, joy, or reward.



Coaching Reflection Exercise:

Journal or discussion questions:

1. “What situations create healthy stress for me?”
2. “Where am I crossing the line into burnout stress?”
3. “What does productive pressure look like versus toxic pressure in my life?”



SECTION 4: Key Takeaways

- Burnout is progressive and preventable when caught early.
- Stress isn't the enemy — **chronic, unmanaged stress** is.
- The goal isn't zero stress but finding your **optimal performance** zone.
- Awareness is the first step to resilience.



Coaching Homework

1

Complete the
“Burnout Map
Worksheet” (rating
your current stage).

2

Track your daily
stress level (1–10)
for one week.

3

Record one healthy
stress and one
burnout stress
example each day.

Affirmation



“I CAN FEEL CHALLENGED
WITHOUT BEING CONSUMED.



I AM LEARNING TO BALANCE
DRIVE WITH DEEP REST.”

Burnout And Fortitude

*Discover ways professionals overcome stress and bounce back to
boundless energy*

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Thank You

- **Dr Joy**
- +320492805896
- burnoutandfortitude@gmail.com
- <https://burnoutandfortitude.com/contact/>
- **Resilience**
- Pro: <https://www.facebook.com/profile.php?id=100064157107306>
- **Burnout and Fortitude**
- group: <https://www.facebook.com/profile.php?id=100064776873648>