STILLWELL+CO | WOMEN IN ENERGY



Supporting the People Behind the Work

Preventing Burnout in High-Demand Roles

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Practical tools for the people who keep everything moving

A Quick Show of Hands

1. Are you the person people call when something breaks?
2. Does that include at home?
3. Have you told yourself “it’s just a busy season” more than once this year?

This morning Katara asked what carrying it all costs. This session is about what happens when that cost comes due.

Where This Session Is Headed

WHAT WE WILL COVER

Recognize it | Name the pressure | Build a rhythm | Set boundaries | Reconnect with purpose

> **Burnout rarely shows up all at once. It builds quietly, which is why catching it early matters most.**

We will save time at the end for your questions.

The Life I Built

The calendar was full and the achievements were real.

- Proud of what I was building
- Always the one keeping things moving
- Rest was something I would earn later
- Something underneath was wearing down







01 Three Years of Feeling “Off”

For three years I felt exhausted, inflamed, and unlike myself, and I kept telling myself it was just a busy season.

1 Something feels off

Tired in a way sleep did not fix, and not feeling like myself in my early 30s.

2 Explaining it away

Stress, a full calendar, a demanding season. There was always a reason to wait.

3 The diagnosis in 2023

Hashimoto’s with chronic inflammation, an autoimmune condition often connected to chronic stress.

For me, years of chronic stress played a major role. My body had been keeping score the whole time.

What Burnout Actually Looks Like

EXHAUSTION

Running on empty, even after a weekend or a vacation.

DISTANCE

Growing cynical or detached from work you used to care about.

REDUCED EFFECTIVENESS

Feeling like you are working harder and accomplishing less.

A hard week ends when the pressure lets up.

Burnout stays even after the busy season is over.

Patterns of the One Who Keeps Things Moving

1. **People-pleasing**
   Saying yes because no one else will.

2. **Overworking**
   Answering messages on PTO and calling it dedication.

3. **Self-doubt**
   Doing it yourself because it feels faster than explaining.

4. **Ignoring your needs**
   Skipping meals, sleep, and rest to keep things running.

THE QUIET COST

These patterns are often rewarded at work. That is exactly why they are so hard to see in ourselves, and why they tend to grow until something forces us to stop.

The Expectations Audit

List three things you feel responsible for. Then sort each one.

REQUIRED

Truly part of your role, and someone would notice if it stopped.

ASSUMED

No one ever asked you to, but no one ever said otherwise either.

SELF-IMPOSED

A standard you set for yourself that no one else is holding you to.

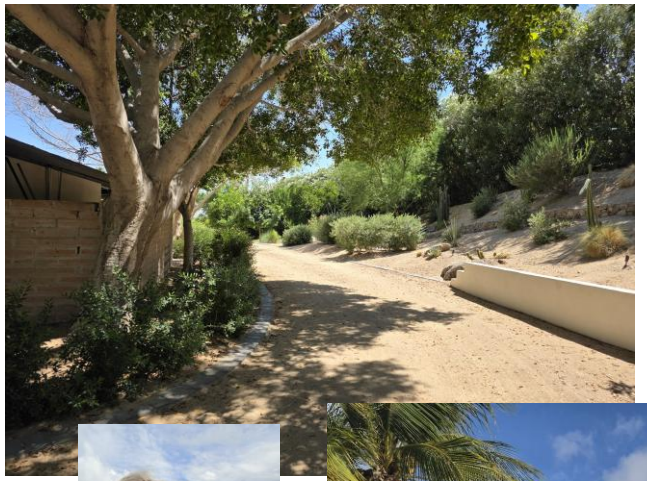
Much of the pressure we carry lives in the last two columns.

Take two minutes and write yours down.

The Retreat That Changed My Approach

Stepping away showed me what I had been missing.

- A personal retreat in 2025
- A commitment to step away every quarter
- Nine days with friends, fully unplugged
- The business kept running without me









What Made Unplugging Possible

Stepping away took preparation, not permission.

1 **Clear handoffs**

Who covers what, written down and shared before I left.

2 **Trusting my team**

Letting people make decisions while I was away, without checking in.

3 **Letting things wait**

Accepting that some things could sit until I was back.

Busyness is not the same as success. Stepping away is part of doing the work well.

Planned Maintenance or Unplanned Outage

UNPLANNED OUTAGE

Running at peak load until something fails, then scrambling to recover at the worst possible time.

PLANNED MAINTENANCE

Scheduled time to inspect, rest, and repair before small problems become big ones.

YOUR MAINTENANCE SCHEDULE

Daily

Weekly

Quarterly

People work the same way equipment does.

01 Daily

Decide when you are available, instead of being available all the time.

1. **Protect your best hours**
   Block your sharpest focus time on the calendar.
2. **Batch your messages**
   Check email and chat in set windows, not constantly.
3. **Build in small breaks**
   A few minutes between demanding tasks to reset.
4. **Shut down on purpose**
   An end-of-day routine that tells your brain work is done.

IF YOU ARE ON CALL

Define what truly needs you after hours, and let everything else wait until morning.

02 Weekly

1. **What must happen this week?** Your top three priorities.
2. **What am I carrying that isn't actually mine?** Hand it back or let it go.
3. **Does my calendar reflect my priorities?** Adjust before the week starts.

Friday afternoon or Sunday evening, with fifteen minutes, a notebook, and an honest look.

03 Quarterly

A real reset needs more than a weekend, and it can start smaller than you think.

CHOOSE WHAT FITS YOUR SEASON

A half day

Alone with a notebook, reviewing the last quarter.

A full day

Off, with no agenda and no catching up.

Your full PTO

Actually used, with a real out-of-office.

A multi-day trip

Fully unplugged, when your season allows.

Start with whatever is possible, because the rhythm matters more than the length.

Boundaries You Can Use on Monday

REPRIORITIZE

"I can take that on by Thursday. Which of my current priorities should move to make room?"

PROTECT YOUR TIME

"I'm offline after 6:00. If it's a safety issue, call me directly."

REDIRECT

"I'm not the right person for this one, but here's who can help."

Boundaries are what allow you to keep showing up for the people who depend on you.

Reconnecting with Purpose

When I stopped abandoning myself, my leadership changed.

1 More confident

Decisions got clearer because I trusted my own voice again.

2 More grounded

My health and energy became part of the plan.

3 More intentional

My calendar started to reflect what actually matters.

Protecting your energy is how you keep making an impact, behind the scenes and beyond the headlines.

Your One Next Step

1. What belief is holding you back?
2. Where are you abandoning yourself?
3. Who could you become if you stopped?

Choose one rhythm, daily, weekly, or quarterly, and start it before the end of the week.

Becoming yourself is the bravest work you will ever do.

Thank You

Questions and Conversation

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The women who shape tomorrow begin by honoring themselves today.