

Burnout isn't about working hard.

© Jay Mount Consulting Ltd

(It's about broken
systems. Here's what
to do about it.)



Reality #1:

Lack of Autonomy

1. Your calendar feels like it's owned by someone else.
2. You're forced to react instead of making decisions.
3. "No" feels impossible, and control slips away.

Burnout thrives in environments where you have no say.



1

2

3

Reality #2:

Unclear Priorities

1. Every task feels like a fire drill, but nothing feels meaningful.
2. Projects compete for attention, leaving no time to focus.
3. The team is busy—but not productive.

Without clear priorities, everything feels urgent.



1

2

3

Reality #3:

Constant Overwhelm

1. Work follows you everywhere—emails at dinner, texts at midnight.
2. Even your weekends are about catching up.
3. The line between “work” and “life” is gone.

Overwhelm doesn't come from effort—it comes from imbalance.



1

2

3

Burnout is stealing your spark.

Creativity: Solving problems feels like climbing a mountain.

Productivity: Your hard work yields diminishing results.

Health: Stress is taking its toll.



Fix #1:

Reclaim Your Time

1. Take back your calendar—
audit and cut low-priority
tasks.
2. Set clear boundaries: “No” is
your new best friend.
3. Focus on tasks that align with
your strengths and goals.

Control isn't a luxury—it's a
necessity.



1

2

3

Fix #2:

Clarify What Matters

1. Use the 80/20 rule: Focus on the 20% that drives 80% of results.
2. Eliminate distractions—set a laser focus on impactful tasks.
3. Regularly review your priorities to stay aligned.

Clarity fuels momentum and focus.



1

2

3

Fix #3:

Protect Your Energy

1. Define non-negotiable work

hours—and defend them.

2. Block time for rest and
personal activities on your
calendar.

3. Communicate boundaries
clearly to colleagues and
managers.

Rest isn't optional—it's your
recharge station.



1

2

3

Burnout isn't the end—it's your wake-up call.

Ask yourself:

- What's one thing you can control today?
- Which task deserves your focus?
- Where can you draw a line to protect your energy?

Burnout is the symptom—balance is the cure.



Burnout doesn't have to win.

What's one boundary you've set to protect your energy?

Follow
Jay Mount
for more
actionable
leadership tips.

