



Resilience Revolution: **How to Manage Stress and Prevent Burnout**

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About Us



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- ***Resilience Training & Coaching***
- ***HR Supervision***
- ***Clinical expertise***
- ***Proven approach***

Today's session

- The 2025 HR Mental Wellbeing Survey
- Understanding burnout
- How to prevent burnout and build resilience



6 KEY FINDINGS

Short on time? Read these five key highlights from the report..



Depression is more than
2.5x
higher than in the
general population

Symptoms of low mood and depression are affecting **73%** of HR respondents. Almost half the respondents (**43%**) meet the criteria for clinically significant symptoms of depression, compared with **16%** in the general population*



78%
of respondents at risk
of burnout

Burnout 'very likely' for sixty-three percent of respondents



Low levels of wellbeing
are evident in
67%
of respondents

26% have not felt fresh
and rested at all in the
past two weeks.



Anxiety is more than
1.5x
higher than in the
general population

Symptoms of anxiety are present in **75%** of respondents. Thirty-eight percent of all respondents meet the criteria for clinically significant symptoms of anxiety, compared with **23%** in the general population*



Support at work is rated as
insufficient by
76%
of respondents

Only **24%** say they currently
feel well supported in relation
to their mental wellbeing.



42%
are considering
leaving the
profession

The 2025 HR Mental Wellbeing Survey



Burnout Explained



WHO Definition

“a syndrome conceptualized as resulting from *chronic workplace stress* that has not been successfully managed”

90% UK adults experienced high or extreme levels of stress in past year

20% needed to take time off work

Mental Health UK 2025

What Causes Burnout?



Unhealthy workplace

Excessive workloads,
persistent pressure,
bad management,
toxic work culture



Burnout!



Unhealthy
approach to work
Overworking,
perfectionism, poor
work-life
boundaries, poor
self-care

Key Symptoms of Burnout



Exhaustion

Feeling physically drained, emotionally exhausted, low in mood, unable to cope and lacking energy.

Alienation

Being numb, cynical and disconnected from your work and colleagues.

Reduced performance

Poor concentration and reduced passion or creativity, feeling anxious about work.

5 Stages of Burnout

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Preventing Burnout



*I think I'm
feeling
stressed*

Step 1: Recognition

Know your stress triggers

Notice early warning signs

Listen to your loved ones





Step 2: Reach out

To work – ask for a stress risk assessment

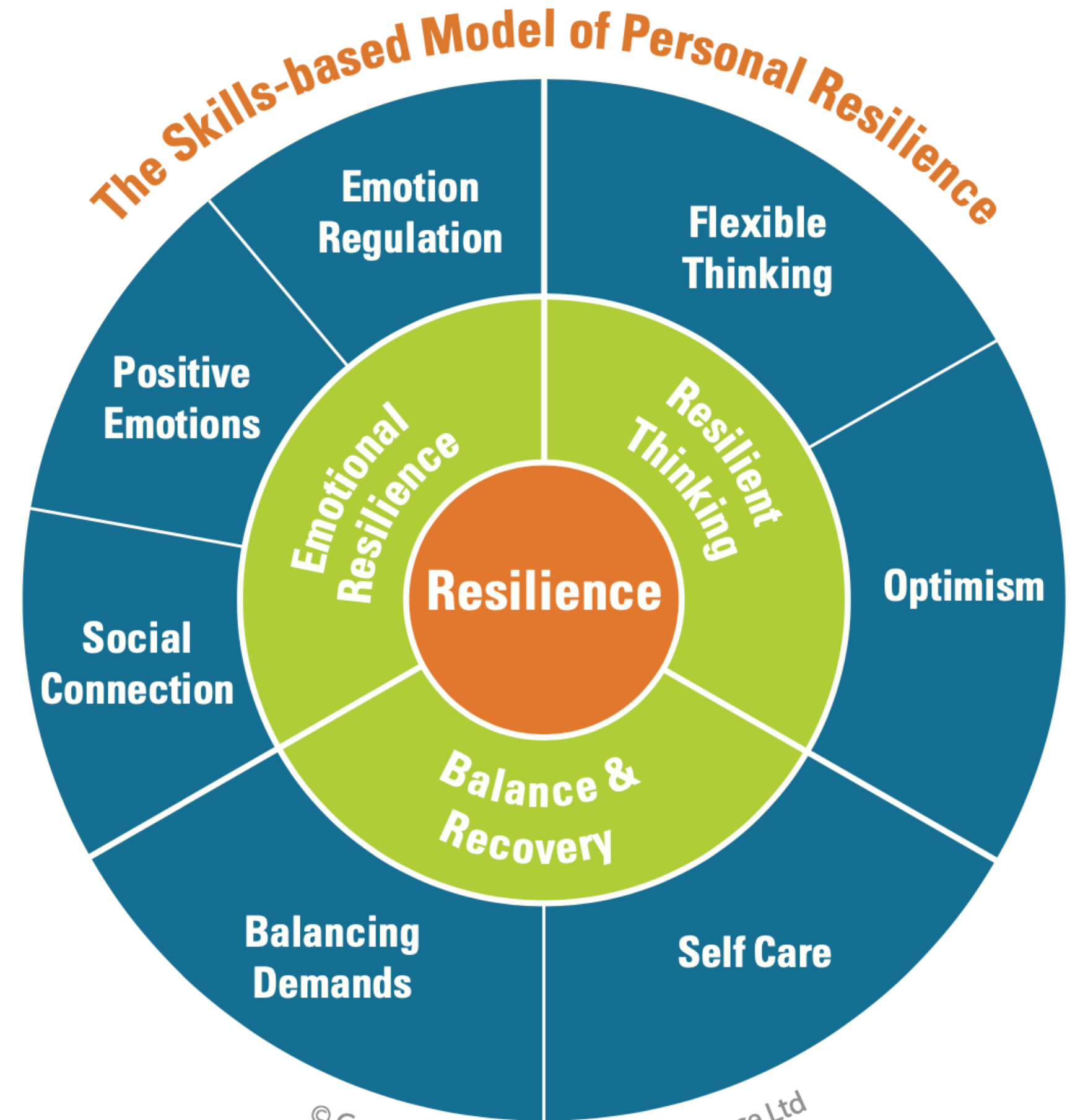
To friends & family

For formal support from a qualified professional

Step 3: Build Resilience

Evidence-based strategies to:

- Manage stress effectively
- Build resilience capacity



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<https://doi.org/10.1111/joop.12340>

Ways to Build Personal Resilience

**Prioritise
self-care**



**Boost Positive
emotions**



**Think
Flexibly**





Prioritise Self-Care

Look after self first & model self-care practices to others:

- Time out & recovery breaks
- Boundaries around work
- Access support



Boost Positive Emotions

- Calm SNS arousal
- Undo stress
- Build optimism
- Grow resilience capacity over longer term



Think of a positive emotion

10 Most Common Positive Emotions

Love
Gratitude
Interest
Pride
Inspiration
Joy
Serenity
Hope
Awe
Amusement



Positive emotion example

How to experience more positive emotions

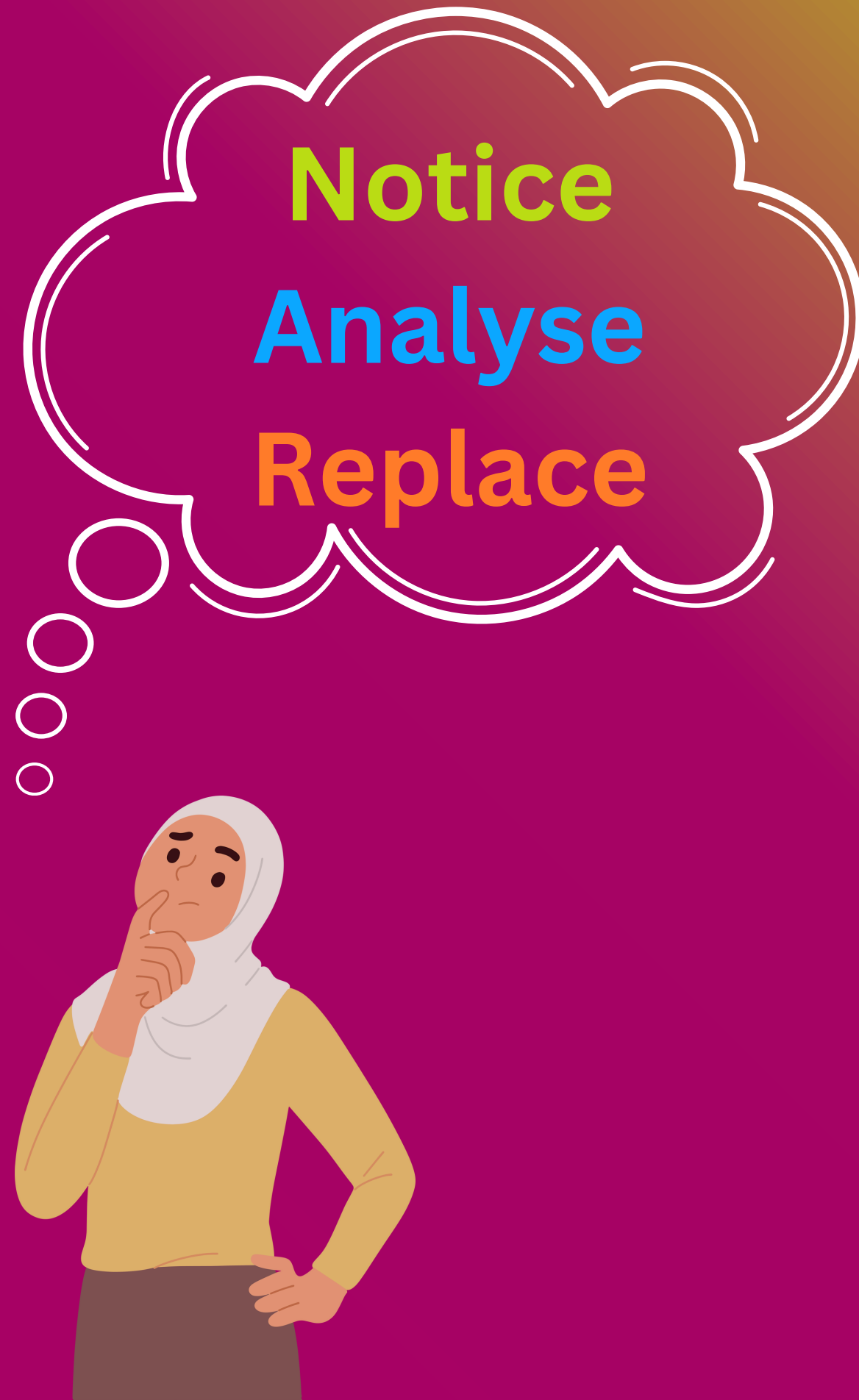
Notice – 3 good things

Celebrate what's right

Do what you love

Connect with others





Think Flexibly

Notice negative thoughts

Analyse are they helpful?

Replace with more balanced thoughts

*The aim is to change how you feel by
changing the way you think*

Notice negative thoughts

Notice changes
in emotions



Pay attention to
your thoughts

*What was going
through my mind
when I started feeling
this way?*



Ask yourself
questions

- *What do I think will happen?*
- *What does this say about me?*
- *What am I worried other people will think of me?*



Write down
your
thoughts



Analyse are they helpful?

Are these thoughts helpful or useful?

Are they helping me stay resilient?

Or are they making me more stressed?

Are they true or am I making an error?



Common Thinking Errors



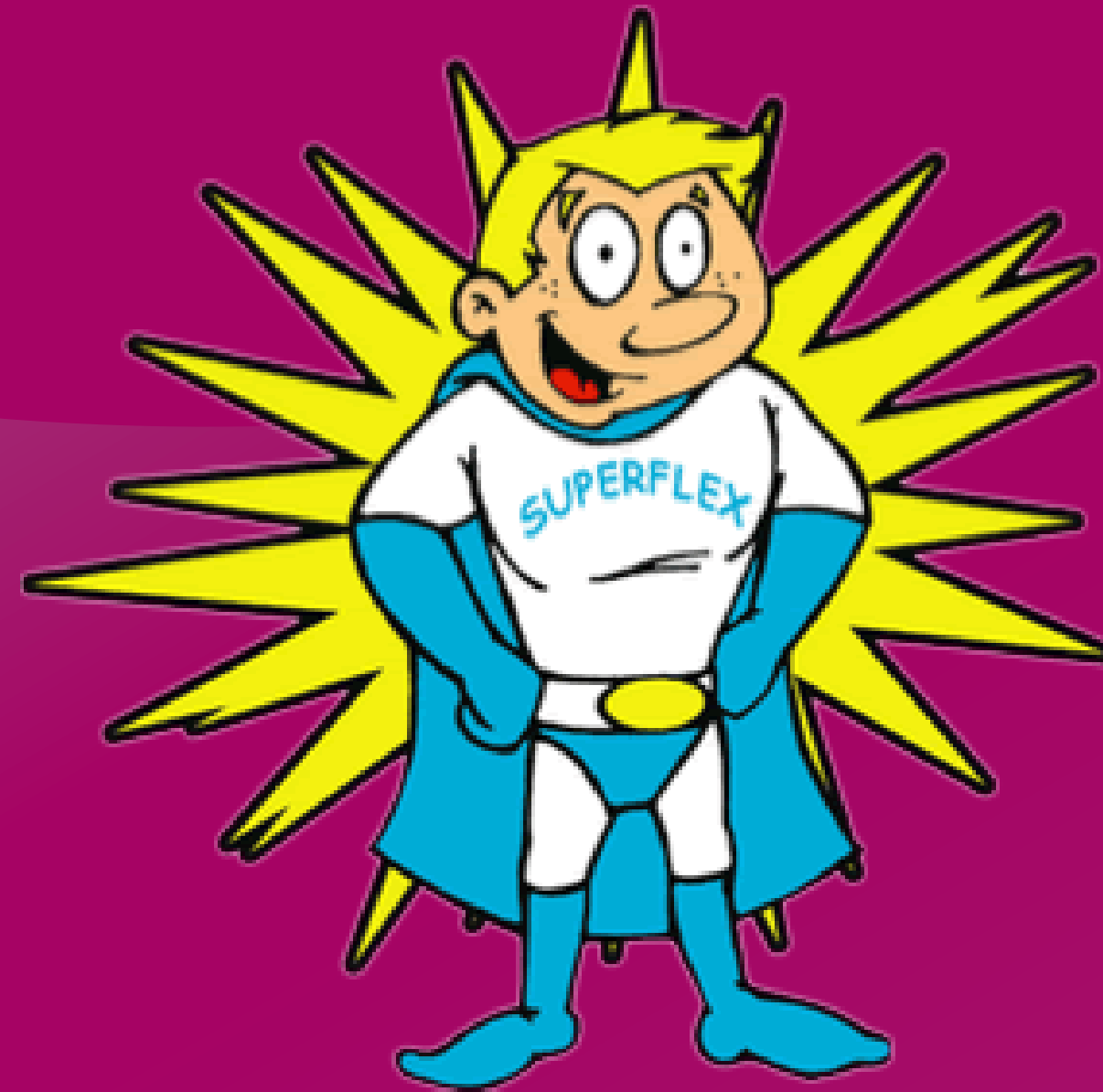
Catastrophising -
‘What if....’

Mind reading - “They
think...”

Labelling - “I’m....”

Overgeneralising - “I
always/never....”

Replace Find balanced thoughts



Is this thought
true?

How likely is
it?

What's the
evidence?

What would
someone else
say?

Are there any
exceptions?

How will I
see this in 5
years' time?

THANK YOU!

What we covered

- The 2025 HR Mental Wellbeing Survey
- Understanding burnout
- How to prevent burnout and build resilience

Taking Action

- Identify one or two things you want to action
- How do these fit with your values
- What are the first steps?

***Essential Resilience
e-learning programme***
For lasting wellbeing

HR SUPERVISION
THE SUPPORT SYSTEM FOR
THOSE WHO SUPPORT
EVERYONE ELSE



Find out more..

or book call



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Any Questions?

