



# ENHANCING YOUR CAREER WELLNESS

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**beyond**  
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# *Are you feeling the* **BURN?**

Studies show that employee burnout is on the rise, with a total of 52% of all workers experiencing burnout (up 10%+ from pre-COVID surveys).

Female employees in particular may be especially vulnerable to burnout due to challenges related to balancing longer working hours and increasing expectations with their familial responsibilities.



Sources: Indeed, Journal of Education  
and Health Promotion

# STRESS VS. BURNOUT - SPOT THE DIFFERENCES

## Stress:

- Characterized by over-engagement
- Emotions are overactive
- Produces urgency and hyperactivity
- Loss of energy
- Can lead to anxiety disorders
- Primary damage is physical

## Burnout:

- Characterized by disengagement
- Emotions are blunted
- Produces helplessness and hopelessness
- Loss of motivation
- Can lead to depression
- Primary damage is emotional

*Chat box discussion:*

**What is your personal definition of success?**

**Do you feel that you are currently living that definition?**



# CAREER WELLNESS DEFINED:

Career wellness means doing meaningful work that fits in with who you are and how you want to spend your time making a difference in the world.

It also means striking (and maintaining) a balance between your personal and professional selves.



# WHAT DOES OCCUPATIONAL WELLNESS LOOK LIKE?



- Doing work that you find motivating and/or interesting
- Understanding how to balance leisure time with your work
- Working in a way that fits your personal learning style
- Communicating and collaborating with others
- Feeling inspired and challenged
- Feeling good at the end of the day about what you've accomplished

# HOW CAN WE IMPROVE OUR CAREER WELLNESS?

## #1

**ASSESS YOUR  
CURRENT  
SITUATION**

## #2

**DEVELOP/ENHANCE A  
GROWTH MINDSET**

## #3

**BALANCE YOUR  
PERSONAL AND  
PROFESSIONAL SELVES**

## #4

**MAKE SPACE FOR NON-  
WORK THINGS YOU  
ENJOY**

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*Strategy one:*

## **ASSESS YOUR SITUATION**

**Think about where you are in your career at this moment:**

- How do you feel about your current work?
- What is most important to you right now?
- What are some opportunities you would like to pursue?

**Next, think about where you are in life at this moment:**

- Are there any major events happening that might prompt a desire for change (for example: childbirth, divorce, mid-life perspective shifts)?





# *Strategy two:* **DEVELOP (OR ENHANCE) A GROWTH MINDSET**

**Growth mindset:** The belief that an individual's talents can be developed (typically through hard work, good strategy and thoughtful input from others), in turn improving their motivation, innovation and productivity.

## **Ways to develop/enhance your growth mindset:**

- Change your perspective on failure and challenges
- Recognize your own limitations and set realistic goals
- Monitor the way you speak to and about yourself
- Set aside daily reflection time
- Identify opportunities to celebrate the success of others





# MAXIMIZING INTERNAL OPPORTUNITIES

**No matter where you are in your career, your progression is ongoing. However, those opportunities may look different in the current moment.**

**In order to figure out the best ways to take advantage of the prospects available to you, consider:**

- **Growing in place** (leadership potential at work - serving on committees, learning new projects, stepping up in professional associations)
- **Developing new skills** (community volunteerism, church committees, digital courses)
- **Gaining new knowledge/credentials** (taking advantage of free/low cost online coursework, pursuing additional degrees/certifications)
- **Opportunities to pivot** (pay attention to internal hiring trends, showcase your passions and expertise at every opportunity)

*Strategy three:*  
**BALANCE YOUR PERSONAL  
AND PROFESSIONAL SELVES**

**Work/life parity can be a challenge to maintain - however, some tips to create or improve your balance include:**

- Set (and enforce) healthy boundaries
- Prioritize your needs (including health, family and self)
- Unplug - be okay with being inaccessible
- Set goals and priorities for your life and career (and stick to them)



# *Strategy four:* **MAKE SPACE FOR NON-WORK**

**One of the best things you can do for your mental health and wellness is to intentionally set aside time for things that bring you joy and have nothing to do with work.**

- Create a “personal life” calendar and schedule specific dates/times to spend on your family, friends or hobbies
- Disconnect from electronic devices and eat dinner together as a family
- Try new things - don't be afraid to be bad at something new and different
- Make connection (with others and yourself) a daily priority





## EXERCISE: PERSONAL WELLNESS ASSESSMENT

- Using the Princeton U Matter Wellness Self-Assessment (attached), answer all questions for each of the seven wellness dimensions
- Tally your points for each section and use the guide to interpret the scores
- Select one area that could use improvement and come up with one actionable step you can take this week to begin improving your wellness in this area

# ACTIONABLE TIPS FOR IMPROVING YOUR CAREER WELLNESS TODAY

**TAKE ACTION**



Take breaks and leave work on time

Create authentic connections with your coworkers

Add some greenery to your workspace

Do something toward your goals every day



# QUESTIONS?



**Psst! If you'd like to connect with me, you can find me here:** **Email - [kioshana.lacount@gmail.com](mailto:kioshana.lacount@gmail.com)**  
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