



Hello.

Sitting down this week over a coffee, I mapped out 10 working weeks left until the Christmas break. Wow – 10 weeks – how did that happen?

As the caffeine kicked in, I started thinking:

What do we need to finish in the scramble to the 2021 finish line?

What new products do we need to finish/start?

What programs do we need to create/launch?

What podcast interviews do we need to lock in?

What areas do we need to focus on to reach our sales targets?

Then I stopped planning what we need to do, took a deep breath and started thinking about the past 18 months. So much disruption. So much change. So much growth. So much to process.

In December AM Edition we will send a framework to help reflect on the year that has just been (research proves this is a great way of making meaning and resetting for the year ahead). But for now, I also just want you taking a big breath and reflecting on where you are. Specifically:

- Where are you at with your work/employment?
- Where are you at with your physical wellbeing?
- Where are you at with your mindset?
- Where are you at with your relationships?
- Where are you at with your purpose and living the life you want to live?

Apologies if we got a bit too deep and meaningful without any lead up.

But these are the same questions millions of people around the world are asking as we transition to a new hybrid model of work. This rethinking of work and life goals has employees questioning returning to the old way of work with higher risk of burnout and spending less time with family, friends and loved ones. A high percentage of people are tearing up the old employment contract and exploring a new model with more balance, more flexibility and in many cases, more meaning. Researchers are calling this The Great Resignation. In many ways COVID-19 has been the shakeout to cause people to totally reevaluate all parts of their life. And it starts with work.

In Australia the Great Resignation is predicted to come to fruition in March, 2022.

Coaching with a number of CEO's and senior executives and delivering StriveStronger[30 Day Boost](#) programs for organisations across banking and finance, insurance, consulting, and government services over the past 12 months, I can tell you the shakeout has well and truly begun.

In this month's AM Edition we discuss factors underpinning The Great Resignation (with specific tips for both employers and employees) and we get tactical, with proactive strategies that inoculate you against burning out.

WATCH: Burnout Proof Interview on Sky News

READ: The Great Resignation Blog

LISTEN: Mental Skills Training Podcast with Dr Nicola Gates

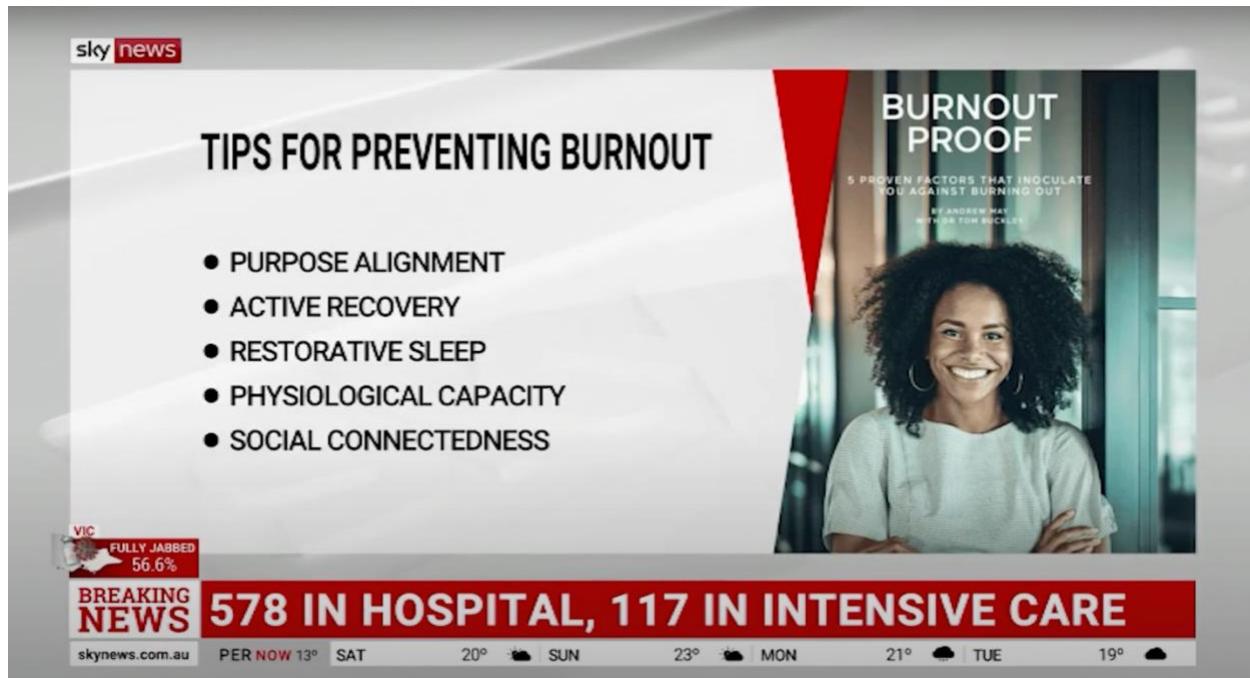
ENGAGE: My New Burnout Proof Keynote



Burnout Proof Interview

I recently appeared on Sky News talking about 3 key aspects specific to burnout, including:

1. The definition of burnout
2. Signs and symptoms of burnout
3. How to prevent burning out



The screenshot shows a news segment from Sky News. In the top left corner, there's a small 'sky news' logo. The main headline reads 'TIPS FOR PREVENTING BURNOUT'. Below this, a bulleted list provides five tips: '• PURPOSE ALIGNMENT', '• ACTIVE RECOVERY', '• RESTORATIVE SLEEP', '• PHYSIOLOGICAL CAPACITY', and '• SOCIAL CONNECTEDNESS'. To the right of the text, there's a photograph of a smiling woman with curly hair, wearing a light green top. Above her photo, the book cover for 'BURNOUT PROOF' by Andrew May and Tom Buckley is visible, with the subtitle '5 PROVEN FACTORS THAT INOCULATE YOU AGAINST BURNING OUT'. At the bottom of the screen, there's a red banner with the text 'BREAKING NEWS 578 IN HOSPITAL, 117 IN INTENSIVE CARE'. On the far left, a small graphic indicates 'VIC FULLY JABBED 56.6%'. The bottom of the screen features a navigation bar with weather information: 'PER NOW 13° SAT 20° SUN 23° MON 21° TUE 19°' along with icons for clouds and rain.

[Watch the segment here](#)



The Great Resignation



Imagine if you had booked a keynote speaker like me 18 months ago to present at your company conference and the presentation went as follows.

"Case scenario, imagine this:

What would you do if the world grew four ceramic clogs and stopped spinning?
International borders closed. Airports shut down. State borders patrolled for intruders.
Coffee shops and restaurants closed. WFH. WFA. Home haircuts. Home schooling.
Sticking inside a 5km radius. Not seeing relatives or loved ones. Wearing masks in public."

How would have you responded?

Most people would have totally tuned out thinking "who-is-this-clown?"

Now, 18 months on the other side of ‘that fanciful case scenario’ being played out, what happens next?

"Imagine this:

What would happen if employees around the world started to question the what, the why and the how of work.

What is work all about? (**Redefining the definition of work**).

Why is work important and am I clear about the meaning and value I receive from work? (**Purpose**)

And how, when and where do I want to work in the future? (**New ways of working**)

[Click here to read the full blog](#)



Mental Skills Training with Dr Nicola Gates

Psychological skills, or mental skills are tools for the mind. Just like putting a fitness program together to train the body to be healthy, fit, flexible and strong; you can do the same for your brain. The primary goal of a mental skills program is to condition the mind and front load cognitive skills so that they can then be drawn upon when needed, under high levels of pressure, ambiguity and change.

Listen as leading neuropsychologist Dr Nicola Gates and I go into detail on 3 of the 12 Essential Mental Skills and explore why mental health is not just about mental illness.



[Listen to the full episode here](#)



My New Burnout Proof Keynote

With lockdowns lifting across Australia, employers need to be alert to a different health crisis. Burnout rates are set to boom. More than 50 per cent of employees reported feeling burned out in the last year and these figures are set to spike as workers drift back into the office.



[Watch the video here](#)

Burnout Proof Keynote

How to implement 5 proven factors that inoculate you against burning out.

After two decades working with CEOs and many of the country's top executives, entrepreneurs, the military and elite athletes, I have insights into what makes highly successful people tick. I've had a front row seat observing what makes people tip over the edge when the desire to achieve peak performance pushes them to breaking point. There is a fine dance between pushing the body's physical and psychological resources to stretch and not snap.

At its core, burnout occurs when the demands of a job outweigh a person's ability to cope with the pressure. Humans work to the same rhythms of nature as other living creatures. Inherent in each of these rhythms is expansion and contraction, a rise and fall, an energy and an idleness. COVID lockdowns on top of the recent bushfires, droughts, royal commissions, economic challenges and the perpetual connectivity of technology, have

disrupted the rhythms we work and live to. Meaning it is harder to get the downtime and essential relief from the pressure and pace of our lives.

In this evidence-based and engaging presentation, I explore:

- The aggregated results of the [Burnout Symptoms Index](#)
- Burnout Continuum and the difference between burnout, anxiety and depression
- Why high achievers have an increased risk of burning out
- 5 factors providing inoculation against burnout including Purpose Alignment, Restorative Sleep, Active Recovery, Physiological Capacity and Social Connectedness
- The importance of finding purpose and meaning from work
- How TV/screen time and drinking alcohol does the exact opposite of supporting your body and brain to relax after a busy day's work
- Why meaningful relationships help buffer burn out and banish loneliness
- Specific take homes to work smarter, increase physical activity and daily movement, eat for energy, manage stress, increase focus and think more clearly.

For more information about booking me to speak at your next conference or in-house event, visit www.andrewmay.com/why-book-andrew/

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