**Redside Foundation Fillable Burnout Companion Guide**

The following companion guide is meant to act as a resource for guides to prompt thinking about how burnout presents itself in your life, what causes it, and the tools to combat it. There are 5 main components to this companion guide, which can be skipped around, skimmed, checked, starred, highlighted, written on- whatever works for you! We will go over the following subjects:

1. Am I burnt out? Definition and burnout quiz.
2. What does burnout look like for me? Outlining mental/ emotional, physical, and behavioral signs and symptoms of burnout.
3. What factors are contributing to my burnout experience? Lists examples of unique, guide-specific factors that can contribute to burnout in our industry.
4. Which burnout factors are controllable, and which are out of my control? Identifying what is within your reach as an individual and which factors are industrial/ organizational.
5. How do I fix it?
   1. (Part I) Dealing with controllable stressors with planful problem solving. Lists examples of guide-specific ideas for possible solutions based on common guiding stressors.
   2. (Part II) Dealing with uncontrollable stressors with positive reappraisal.
   3. (Part III) Dealing with the stress itself by “completing the stress cycle” and making a stress plan.
6. ***Am I burnt out?***

Burnout is a psychological and physical condition and refers to workplace (or other) exhaustion due to chronic stress, high ideals, high demands, and lack of (perceived or real) support. Burnout has three main components: 1) exhaustion (often emotional, beyond just a physical “tiredness”), 2) depersonalization or cynicism, and 3) decreased sense of accomplishment.

**Optional exercise 1: Take a burnout quiz.**

Some of us may inherently know one way or the other, but if you want, you can take a quick quiz [here](https://www.mindtools.com/pages/article/newTCS_08.htm). Note that some of the questions and circumstances for these burnout quizzes are definitely not catered to seasonal work or the type of work that guiding often entails (asks about increase in social media use/ watching TV, what your response is if a coworker invites you out after work, etc.) and the responses most likely will vary depending on if you are currently working or not. For the purposes of this exercise, try to answer the questions from a perspective of, on average, how you feel throughout the guiding season. It may also be interesting to re-evaluate whether or not/ by how much your answers shift throughout the season and during the off-season.

1. ***What does burnout look like for me?***

Stress and burnout are often a combination of mental/ emotional, physical, and behavioral symptoms. Unchecked stress often leads to burnout, and stress symptoms are often physical, while burnout is usually experienced as psychological/ behavioral signs and symptoms. Being honest about how they manifest in your own body and circumstance can help to identify when you are feeling states of stress and burnout and may provide insight as to the best methods to combat your own personal manifestation of burnout. Are you generally more prone to emotional exhaustion? Physical exhaustion? Social exhaustion? Try to jot down or check boxes by the signs and symptoms that hold true in your life.

**Optional Exercise 2: Check symptoms that are common for you when you are feeling stressed/ burned out.**

***Mental/ Emotional***

* Feelings of anxiety (worry, obsession over future, overly concerned over what other people think, need for perfection, etc.)
* Increasingly cynical towards life/ work outlook, coworkers
* Detachment and depersonalization
* Feeling listless or lacking energy/ enthusiasm
* Low mood/ affect
* Difficulty concentrating
* Lack of creativity
* Low commitment to the role (as a guide, partner, friend, employee, etc.)
* Emotional volatility: quickness to anger, frustration, annoyance, sadness, irritability, taking things personally, blaming others, decreased empathy, etc.
* Feeling low motivation, optimism, purpose
* Decreased sense of accomplishment
* Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Physical*** (Often not due to actual change or increase in physical labor)

* Headaches
* Lack of sleep/ difficulty sleeping
* Fatigue
* Body aches
* GI disorders
* Increased frequency/susceptibility to physical illnesses (cold and flu)
* Hypertension
* Muscle tension and soreness
* Lack of sex drive
* Changes in weight/ appetite
* Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Behavioral***

* Reduced performance/ productivity
* Absenteeism/ lack of participation
* Depersonalization/ feelings of intolerance with clients
* Social removal or absenteeism
* Isolation
* Strife in coworker/ personal relationships
* Increase in “numbing” behaviors: substances, food, exercise, escape fantasies, workaholic tendencies, etc.
* Lack in engagement in personal activities (social life, hobbies)
* Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. ***What factors in my life and in guiding are contributing to my burnout experience?***

Below are examples of factors that compiled from guides, outfitters, and other associated with the guiding industry. Many hold to be truer to some than others based on personal experiences of burnout, length, and type of season, who they work for, their relationship with their company, what type of guiding they’re doing, how long they’ve been guiding, what their off-season looks like, etc.

**Optional exercise 3: What are my burnout factors?** To determine how to best address your own burnout, make a mental note, check, or fill in your own, other examples of personal factors that hold true for you. Try to notice if there is a specific theme/ category that you find in your stressors.

***Lack of Control***.

* Guiding season/ availability of work impacted by fire, low water or low snowpack, fish and game populations, COVID-19
* Season is not long enough to make enough money for the year to live the type of lifestyle you want/ need
* Do not have consistent seasonal work in “off-season”
* Do not have consistent or secure living situations during the “off-season”
* Do not enjoy or feel respected/ fairly compensated the type of client you are working with
* Do not enjoy or feel respected/ fairly compensated by your outfitter
* Do not feel that you have been awarded fair opportunity for leadership, positions of power/ stature, or development opportunities
* Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Unclear/ High Job Demands and Expectations.***

* Do not feel that you have a clear sense of what is expected from you when working, when you are allowed to take breaks
* Do not feel that you have a clear sense of how to properly perform tasks based on your crew or outfitters expectations
* Do not understand a clear sense of how to qualify for pay raises, opportunities for leadership or job development
* Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Dysfunctional Workplace Dynamics.*** This one is a little broad and open to interpretation, and most likely varies greatly depending on an individual’s outfitter and company policies; however, I would venture to say that there are some inherent, systemic problems built into the guiding industry that could fit in this category.

* Do not enjoy or feel respected/ fairly compensated by clients you are working with
* Do not enjoy or feel respected/ fairly compensated by your outfitter
* Do not feel that you have been awarded fair opportunity for leadership, or development opportunities
* Feel that you are being unfairly treated/ given unequal pay/ discriminated against/ disadvantaged based on your gender, race, class, sexual orientation, disability, etc.

Note: Based on the severity of the situation, it may be considered illegal and a workplace discrimination. The Equal Employment Opportunity Act protects employees against workplace discrimination. If you bring up your issue of concern with your outfitter and they are not responsive, you are entitled to legal representation. For more information, see <https://www.dol.gov/agencies/oasam/centers-offices/civil-rights-center/internal/statutes-regulations>

* Feeling an inability to separate personal life from work life.
* Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Extremes of Activity.***

* Workdays are extremely demanding with long, 15+ hour days of manual and emotional labor, service, and entertainment.
* Limited time off during the season and extremely tight turn arounds between trips.
* Feeling “[compassion fatigue](https://www.apa.org/topics/covid-19/compassion-fatigue)” due to consistent need to help others; can be due to exposure to chronic stress or trauma.
* Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Lack of Social Support***.

* Limited or lack of direct communication between guides or between guides and outfitters.
* Lack of meaningful or close community and relationships during the season.
* Lack of meaningful or close community and relationships during the off-season.
* Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Work-Life Imbalances.***

* Lack of time or energy to tend to basic health needs such as routines with sleep, diet, exercise, skin care, stretching, mindfulness, etc.
* Lack of personal time.
* Living in a culture that has high rates of substance use and abuse built-in.
* Community and social relationships outside of guiding are often put on hold or compromised during the season.
* The inherent connection between your love for the outdoors/ your profession and your personal life and identity is very interconnected, making it feel difficult or unattractive to try to separate the line between “work” and “life.” (Feeling too emotionally invested)
* Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Feeling Lack of Mastery/ Challenge/ Opportunities for Development.***

* Feeling like you have “nowhere else to go,” via lack of skills, lack of experience, lack of education, etc.
* Feeling a lack or decreased sense of accomplishment or purpose
* Feeling bored or stagnant in your career
* Feeling
* Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

*Bonus: Is there a specific area/ theme where most of your stressors fall under?*

1. ***Which burnout factors are uncontrollable, and which can I work to control?***

Many stressors can be combated based on a guide’s communication abilities, personal relationships, self- and team-advocacy, who you work for, etc., while some are just inherently out of our control, such as industry pay standards, long-time, built-in systemic hierarchies that will take generations and time to unpack, environmental factors and changes, etc. How you deal with your stressors will likely vary based on whether you deem them as “controllable” versus “uncontrollable.”

*Note, there is a difference between actual lack of control and what’s known as “*[*learned helplessness*](https://positivepsychology.com/learned-helplessness-seligman-theory-depression-cure/)*” in psychology.*

**Optional exercise 4: Determining controllable vs. uncontrollable stressors.** Look back on exercise 3 where you determined the stressors in your life/ guiding career that contribute to your personal experience of burnout. Try separating them into factors that are “controllable” and “uncontrollable.”

***Controllable stressors Uncontrollable stressors***

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1. ***How do I fix it? Dealing with stressors and stress.***

Commence action plan! Based on whether or not you deemed a stressor “controllable” versus “uncontrollable” will determine your best strategy for addressing them. Dealing with the *stress itself* is completely separate, and will vary depending on what an individual’s stress response is like, the resources they have, etc.

***How do I fix it? (Part I) Dealing with controllable stressors (individuals): planful problem solving.***

Planful problem solving is a direct, matriculated plan that includes realistic steps to confront and adjust a stressor. Solutions often come from effective and direct communication, being open and honest with yourself, your coworkers, and your employer, creating self-care routines, or utilizing or creating resources. It may feel overwhelming to try and address everything all at once, so it can be helpful to try to focus on a few that feel like they are most contributing to your workplace stress and burnout. Below is a list of examples of solutions to common problems associated with guide burnout.

***Stressor: Lack of Control***

***Planful problem solving: Communication with outfitter and coworkers, (also see below, “Clarify job demands and expectations”) define off-season plans***

* For **environmental insecurity**, such as wild-fire, rockslides, pandemic impacts, etc., possibly discuss with your outfitter about whether they have a trip cancellation policy or trip insurance that includes guide base-pay compensation.
* For **seasonal instability**, it may be worth thinking of creative solutions to deepen a sense of community and groundedness, both throughout the season and in the off-season.
  + **Off-season employment:** Try to secure an “off-season” seasonal job that works with a guiding schedule. Many people do this through alternate types of guiding in different locations, caretaking, ski industry work, etc. Some people have unique skills, craftsmanship, side businesses, contract work, etc. If you live in a place in the off-season that is “seasonal”/ outdoor oriented, it can be helpful to work for someone who understands your career and lifestyle choices. There is also an increase in demand for remote work, so don’t be afraid to get creative! Check out Redside Foundation’s Guide Friendly Job Board [here](https://www.redsidefoundation.org/job-board).
  + **Off-season housing:** As many of us know, there is glamor and exhaustion that come with being nomadic. While not having a “home,” in the off-season is definitely a fun and whimsical option for a number of seasons to allow for travel, low-living costs, couch surfing, living in the back of your truck, or at your parent’s house can definitely lose its shine after a whole. If you do not own a house or have the financial capacity to rent your home year-round in the off-season, our career often comes with the need for creative housing solutions. Try finding a group of guide friends/ seasonal employees to go in on renting a place together, looking for month-to-month/ 6-month leases, or arranging for sub-leasers during the summer if you plan to return to that space. that has other seasonal workers or close friends that live in that place year-round. Some ski and guide-industry jobs may offer housing through your job. In many of the places we reside in the winter, there are people who have second homes and may be looking for caretaker positions/ sub-leasers during the winter.
  + **Seasonal community:** Community and social connection are one of the biggest protective health factors that is straightforward to control. For more information, see the “lack of social support” section below.
  + **Financial instability:** Planning, budgeting, and dealing with seasonal finances can be very difficult and stressful. Think about long-term and short-term financial goals you may have, savings plans, and working on making a budget to suit your lifestyle. For free and confidential financial assistance for Idaho and Montana guides, check out our [financial resource page](https://www.redsidefoundation.org/financial-health-and-helpline).

***Stressor: Unclear/ high demand job expectations***

***Planful problem solving: Clarify job demands and expectations***

Whether it is your pay scale, positions of leadership, how an outfitter or trip leader wants a certain task completed, when it is okay to take breaks and for how long, etc., guiding is an occupation, (no matter how fun it is!) and ambiguity is not usually the best approach. Though this job often encourages a kind of “learn as you go and gain experience” tactic, this can often lead to miscommunications and hard feelings between guides and guides and with outfitters, whether they are spoken or not.

* **Get feedback**. Check in with your crew about how they feel a trip went. This can be a formal process, such as with pre-trip and post trip meetings and written out checklists and prompts, or more informal check-ins throughout a trip. Oftentimes when you may feel like you are underperforming or something is going wrong, it helps to clarify from external perspectives that it is often not the case.
* **Ask for a formal outline** from your outfitter (helps if it is written down somewhere for reference as a company policy) of job expectations, pay scales, leadership, growth, and development opportunities., how to work on different rivers, how they want their trips to come across, what their company philosophy is, etc.

***Stressor: Lack of social support***

***Planful problem solving: Work on building and maintaining strong social support systems***

* **Find a company and crew that is supportive, equitable, and aligns with your personal values.** Though you are not in control of how your outfitter behaves towards their guides, how they run trips, who they hire, how well they pay their guides, etc., you are in control of who you choose to work for. As a guide with a specialized skill set, you are valuable and hirable, and most companies have their guide’s best interests in mind. If you feel you have tried to communicate these concerns with your outfitter and are not being heard, it is a very normal thing for a company to not be the “right fit” for a particular guide. People who have been around in the industry recognize this fact, and if you are clear and respectful, it is very likely there is a company out there who is better aligned with your work style and expectations. Social support is an essential aspect of avoiding burnout, and with a job that makes traditional relationships outside of the “office” difficult, finding people you can be open and honest with within your company can make a difference over the course of a long season.
* **Act as an advocate and supportive crew member.** Within your crew, if you know that someone is having a rough day or going through a difficult time in their personal life or season, advocate for them taking a break, a night off, assigning easier tasks, taking the sweep or running gear, etc. If you are feeling burnt out, odds are people around you are also feeling similarly. Be an advocate that it is okay to acknowledge and change things when they aren’t working.
* **Be honest about your team dynamics**. If certain crew members have a difficult time working together, try to find ways to integrate open and honest conversations about how to mitigate their time together and take breaks from each other. Guiding is not like a “normal” job in the way that if you have a coworker that gets on your nerves that you get to go home at the end of the day and vent about and reset. Guiding seasons are often extremely intimate and long periods of time living, working, and socializing with each other, and small social conflicts can often add up to feel like large, catastrophic things. If direct communication doesn’t work with the crew member you are having difficulties with, possibly consider having a conversation with a trip leader, manager, or even your outfitter and there may be creative solutions that you can work out together.
* **Build up and highlight team members** based on their strengths and help to fill in where other team members may have difficulties and offer to help teach or develop a specific skill (if the guide asks for input). Where one team member may shine (their people skills, empathy, paddle boating, knots, and rescue systems, their first aid skills, Dutch oven baking) another guide may have a hard time. Instead of shaming or judging, work on opportunities for development and overall team strengthening.
* **Connect with your community** both in the guiding season and in the off-season. While the guiding season is demanding and often leaves little time for connection, try to stay in touch with loved ones between trips, even if they are small updates, “thinking of you” texts or phone calls, snail-mail letters, or scheduling a visit between trips. In the off-season, get creative with meet-up opportunities (in-person or online), or schedule small check-ins throughout the winter. We often have more bandwidth and opportunity for travel, time for conversations, etc. in the off-season. Social connectedness and community are extremely important for mental, physical, and emotional health and well-being. For more information and inspiration, see the Redside Foundation’s [Community Building Challenge](https://www.redsidefoundation.org/2022-community-challenge).

***Stressor: Lack of work-life balance***

***Planful problem solving: Advocate/ plan for small adjustments you can make to your season/ off-season***

* **Integrate short, attainable self-care routines** either before bed, early in the morning before breakfast tasks begin, or during a “night off” if your company has that built into your system. This can be as simple as a 5 minute stretching session on your paco pad, putting foot lotion on, and writing down something you are grateful for that day.
* **Consider monitoring or cutting back on your substance use** if that had become an unconscious habit or coping mechanism. Asking your fellow crew members if they would like a sparkling water *or* beer when grabbing drinks may be one way to do this or making yourself a “mocktail.”

Note: If you or someone you know is at serious risk from substance abuse, professional help may be necessary. Try contacting the [Redside Foundation’s Helpline](https://www.redsidefoundation.org/guide-helpline), or a National Substance Abuse [Helpline](https://www.samhsa.gov/find-help/national-helpline).

* **Take a break.** If your company does not currently integrate nights off, consider bringing up the topic with your outfitter or a person in a leadership/ managerial position. This is often done with scheduling “cook crews” if you work in a situation that has enough resources and guides to divvy up the work. It is also beneficial to schedule in breaks with your team. Even if it is only 15-30 minutes after camp is set up and you are about to start dinner, taking a short break as a crew is extremely beneficial to check in with each other and to reset.
* **No, really take a break.** If you have the financial capacity to do so, schedule a week off somewhere in the middle of your season. Use this week to rest, reset, reconnect with relationships outside of your river crew, do an activity you love, etc. If it is not financially feasible, you may be able to work with your outfitter to help with some paid, off-river tasks. This may include shop and warehouse work, shuttle driving, help with a food pack, managerial tasks, etc. Though many of us would rather be on the river, time away can help to reset you to be better equipped for a full season.

***Stressor: Feeling lack of opportunity/ growth/ mastery/ growth/ challenge***

***Planful problem solving: Find opportunities for personal growth and development (within and outside of guiding)***

* Within your crew, try to **switch roles** to develop and broaden your skill set. Whether it is a task in the kitchen, stepping into a different role such as trying out the sweep boat, paddle boat, or fishing boat, asking to work towards trip planning and leadership roles, or leading an adventure or a topic of interp that you don’t usually do; push yourself to set small, attainable goals for the season that expand and push your comfort zone.
* **Goal setting** (both long and short term) has been found to be one of the most effective tools to combat burnout. Think about things you would like to accomplish this season. As a guide in general? Over the course of your lifetime? Goals should be attainable, simple, and realistic.
* **Change it up.** If your company has multiple rivers, yurts, hunting zones, or guiding regions, speak with your outfitter about the possibility of switching up the area you guide during your season. Working with a different crew and seeing a new area may provide you with a mental reset and provide a break in the back-to-back schedule in the middle of your season without having to take time off.
* **Consider working on mentorship, leadership, and instruction opportunities.** You may get to a point in your career that you no longer feel challenged due to a sense of mastery, monotony, or feeling stagnant. Giving back to a new generation of guides and outdoor leaders is an awesome way to feel a new sense of purpose and reward.
* **Consider working in a new area, with a new discipline of guiding or outdoor recreation profession.** (Or something completely new!) There comes to a point in everyone’s career that it becomes clear that a major change is necessary. This is a completely normal feeling and switching up your workplace and career may give you a reset or sense of clarity that becomes hard to grasp after a while doing the same thing. For ideas and inspiration, check out Redside Foundation’s Guide Friendly Job Board.

**Optional exercise #5: Planful problem solving.** For each controllable stressor, try to write down or highlight a plausible solution that would help to combat your stressor. You can utilize some of our ideas or think of your own that make the most sense for your burnout situation and experience. It may be helpful to prioritize a few stressors (under 5) to try to combat as to not feel too overwhelmed.

Stressor: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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***How do I fix it? (Part II) Dealing with uncontrollable stressors (industry, organizational, other systemic or personal barriers): positive reappraisal.***

According to work completed in the book “Burnout, ”by the Nagoski sisters, positive reappraisal is “Deciding that the effort, the discomfort, the frustration, the unanticipated obstacles, and even the repeated failure have value- not just because they are steps toward a worthwhile goal, but because you reframe the difficulties as opportunities for growth and learning.” This is reminding yourself of the reasons you are here in the first place as a guide, remembering what keeps you going, practicing gratitude, etc. Within uncontrollable stressors, learning and practicing ways to deal with the stress itself will also likely prove to be beneficial.

**Optional exercise #6: Positive reappraisal techniques.**

***Recognize the strengths that you already have to combat stress, burnout, and adversity (ie, resiliency!)*** We all have inherent traits and characteristics that make us adaptable, strong, and able to handle difficult situations. (Check out a character strengths test [here](https://www.viacharacter.org/character-strengths).) Some of our strengths may be different than our crew members, and it may be helpful to recognize that while you may be very graceful with your social skills and leadership abilities, another guide may excel in other places, such as in bravery and perseverance. Learning to lean into your strengths and how to work together as a team can prove to be incredibly beneficial in combating burnout.

What are some inherent character strengths that you have? How can you use these strengths throughout your guiding season to build resiliency and avoid burnout? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Checking in with why guiding is important (to you, society, clients, etc.)*** What brought you to guiding in the first place? What keeps you in the industry?

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***Remembering the unique, dynamic, skill sets that guiding requires. And that it is a legitimate career!*** Sometimes, no matter what your position is, what your background is, etc., it is difficult to feel validated in our industry when clients, peers, family, and society directly or indirectly ask when we are going to “get a real job”, or see us as secondary citizens.It is easy to forget how many incredible skills guiding requires and grants you with, and that many people just honestly can’t conceptualize what a career or lifestyle looks like outside of a year-round, 9-5 position. It does not mean you are less than or “doing it wrong”, it means you are creative, passionate, and adaptable!

What are unique skill sets that you have gained from your professional career as a guide? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Reminding yourself of personal values and goals***. What are your personal values? How do you honor and show up for your values both in your personal life and in the workplace? (See Brene Brown’s [“Living Into Our Values](https://brenebrown.com/resources/living-into-our-values/)” worksheet and podcast for a more in-depth exploration and check in.) What are some simple, attainable goals that you have for yourself (as a guide, in your upcoming season, over the course of your lifetime?) What are ways that you can work towards these goals this season?

Personal Values (3):

1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

What are some ways to honor and uphold your personal values in the workplace?

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Goals:

This season:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

As a guide (general):\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

In my lifetime: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Gratitude and self-compassion practices.*** Gratitude and self-compassion practices have both been scientifically proven to improve mental and physical health, sleep quality, relationship strength, self-esteem, resilience, and help to combat stress and burnout. Simply writing down or acknowledging a few things, people, places, or circumstances you are grateful for may seem simple, but goes a long way. Additionally, being kind to yourself, positive self-talk, giving yourself permission to feel stress, burnout, other feelings, and recognizing stressors can help to validate your experiences.

Today I’m grateful for: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***Validating stress, discomfort, conflicts.*** A lot of what may contribute to stress and burnout in our industry is the fact that it is often not talked about, which can feel very isolating. First, remember to practice self-compassion, and recognize that all of your stressors are totally valid and real.

Next, think about someone you trust, whether it be a coworker, another person in the industry, or a person in your company’s management that you are able to discuss feelings of conflict and burnout throughout your season, and are there to support you.

Burnout support gurus:

On my crew/ in my company:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Off my crew (but works for another company or understands seasonal/ nature of work):

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In my personal life: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***How do I fix it? (Part III) Dealing with the stress itself.***

Just because you recognized or managed a stressor does not mean that you have dealt with the stress itself.

Remember when distinguishing stress versus burnout that stress is often felt with physical symptoms, while burnout is often experienced with psychological and behavioral symptoms. "Stress" is fairly subjective, but common stress symptoms include:

* Aches and pains
* Muscle tension
* Chest pain
* Increased heart rate, headaches, or dizziness
* Shaking, high blood pressure
* Stomach or digestive problems
* Sexual dysfunction
* Weakened immune system

Stress is an evolutionary response that is intended to signal to your brain and body when you are in danger. Your body cannot distinguish between actual, physical, life-threatening stressors (i.e. a wild animal is chasing you as prey) and non-life threatening, emotional/ mental stress (you have a client that is the absolute worst). It is difficult for your body to notice when to let go of non-physical stressors, and often will hold onto the stress with physical symptoms until it can recognize that the stressor is no longer a threat. To do so, you usually can't just think your way out of it. (ie. "It's okay, body- it's just this person we’re forced to hang out with, not a wild predator!)" *You need a physical, intentional signal*.

How one deals with stress depends greatly on how stress manifests in your body (check back to burnout signs and symptoms), the resources you have, your personality type, etc.

One way to signal to your body that a stressor is no longer a threat is to try and “complete the stress cycle,” with an intentional action or behavior. Examples of this shown to help include:

* Physical movement or exercise
* Intentional, slowed, deep breathing
* Positive social interaction
* Deep, belly laughter
* Acts of creativity
* Displays of affection

For more information, listen to or read the Nagoski sisters work on [burnout and the stress cycle](https://ideas.ted.com/emotionally-exhausted-burnout-completing-stress-response-cycle/).

* Other suggestions to cope with stress from the [CDC](https://www.cdc.gov/violenceprevention/about/copingwith-stresstips.html) include:
  + Physical health routines (Diet, exercise, sleep, taking breaks, avoiding excessive substance use)
  + Emotional/ mental health routines (Journaling, gratitude practices, meditation/ mindfulness practices, self-compassion, communicating with others about conflicts/ feelings)
  + Connecting with community

**Optional exercise #7: Creating a stress plan.** Try to make a “stress plan” that is realistic and attainable for you throughout the course of your season! How does it differ from your off-season stress plan?

What are some common triggers during my season that consistently cause me stress? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

What are some signs and symptoms that occur in my body when I am experiencing stress? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

What are the most plausible, simple ways for me to "complete my stress cycle" in a physical sense when I am *actively feeling stress* during the season? What about emotionally/ behaviorally? How does this plan look during a trip? Between trips? After the season? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

What are some ways to combat stress in a more preventative, long- term sense? (Physical health routines, emotional health routines, community building)

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References/ Resources:

Much of this framework was referenced and adapted from the work of the Nagoski sisters. Nagoski, E. & Nagoski, A. (2019). *Burnout: The Secret to Unlocking the Stress Cycle*. Ballantine Books.