

# Stress Management & Burnout Prevention



## Purpose

To help employees and leaders understand the causes and effects of stress and burnout, develop healthy coping strategies, and build resilience to maintain psychological well-being and sustained performance at work.

## Training Objectives

Equip participants with essential skills to support and promote mental health safety. Outcomes include:

### Increased Awareness & Early Recognition

Participants will leave able to identify early signs of stress and burnout—both in themselves and others—before they impact well-being or performance.

### Manage Pressure Effectively

Participants will be equipped with simple, proven techniques to stay calm, focused, and resilient under daily work demands.

### Sustain Long-Term Wellbeing

Participants will know how to build and maintain healthy routines that protect energy, motivation, and performance over time.

## Why Invest in this Training for Your Team?



### Boost Productivity & Engagement

Employees who feel mentally well are more present, motivated, and innovative which can translate into measurable gains in output and quality of work.



### Strengthen Psychological Safety & Retention

Promoting burnout prevention signals organizational care and trust, improving morale, loyalty, and retention—especially in high-stress or demanding environments.



### Reduce Costs from Absenteeism & Burnout

By helping employees recognize early signs of stress and apply effective self-care strategies, organizations can lower burnout rates, absenteeism, and turnover—protecting both people and productivity.



### Mitigate Organizational Risk

Equipping staff and leaders with stress management skills helps prevent mental health-related claims, errors, and safety incidents linked to fatigue or burnout.

# Training Options

## 1-Hour Session: Awareness & Immediate Coping Strategies

This session aims to increase awareness of stress and burnout warning signs and introduce simple, evidence-based techniques that can be applied immediately to reduce stress and improve well-being.

### Learning Objectives:

- Understand the difference between stress and burnout.
- Recognize personal and workplace stress triggers and early warning signs.
- Apply quick and effective coping techniques to manage stress in the moment.

## Half-Day (3-Hour) Session: Practical Skills & Peer Support

This session equips participants with a more in-depth understanding of stress and burnout and will help them to strengthen coping mechanisms, and develop personalized strategies to manage pressure, maintain energy, and prevent chronic stress.

### Learning Objectives:

- Identify personal and organizational stressors that contribute to burnout.
- Use evidence-based tools for managing stress and maintaining resilience.
- Develop a personalized action plan to prevent burnout and support long-term well-being.

## Full-Day (6-7 Hour) Session: Comprehensive Training

A full-scale training to help participants (both employees and leaders) gain a deep understanding of burnout risk factors, master sustainable stress management techniques, and design individual and team strategies to foster long-term resilience and well-being.

### Learning Objectives:

- Analyze how organizational and personal factors interact to create or buffer stress.
- Apply advanced stress regulation and resilience-building techniques.
- Develop a sustainable individual and team plan to prevent burnout and maintain wellness over time.

## Summary Table

Element	1 Hour	3 Hours	6–7 Hours
Focus	Awareness and immediate coping tools.	Skill-building and personalized prevention planning.	Deep integration of personal and team resilience practices.
Activities	Brief quiz, reflection, and guided stress reset.	Self-assessments, group discussions, and coping practice stations.	Multi-scenario exercises, peer coaching, and action planning.
Depth	Introductory overview of stress and burnout concepts.	Moderate exploration of causes and coping frameworks.	Advanced application including resilience science and team strategies.
Output	One short-term stress management goal.	30-day personal stress management plan.	Comprehensive personal and team resilience plan.