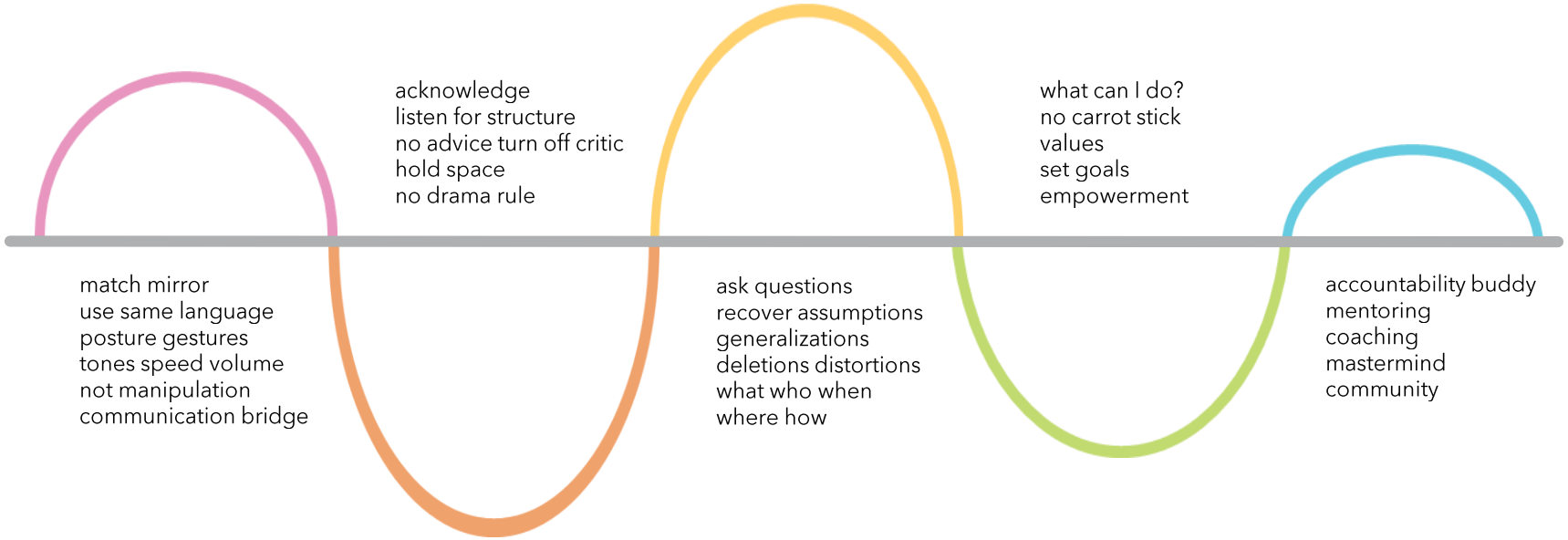




MANAGER'S REVERSE BURNOUT

QUICK REFERENCE SHEET



STEP 1:
ESTABLISH RAPPORT



STEP 2:
ACTIVE LISTENING



STEP 3:
SELF REALIZATION
RELEASE EMOTIONS



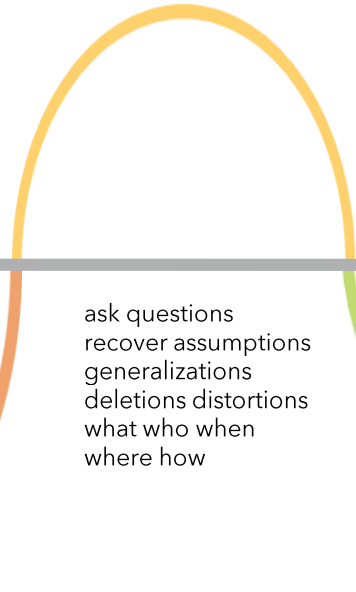
STEP 4:
ACTIVATE
SELF MOTIVATION



STEP 5:
SUPPORT ACTION



acknowledge
listen for structure
no advice turn off critic
hold space
no drama rule



what can I do?
no carrot stick
values
set goals
empowerment



ask questions
recover assumptions
generalizations
deletions distortions
what who when
where how



accountability buddy
mentoring
coaching
mastermind
community

match mirror
use same language
posture gestures
tones speed volume
not manipulation
communication bridge



NEED HELP?
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