

From Burnout to Balance: Reimagining Workplace Wellness

North Central Vermont Recovery Center

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Recovery is the Answer! Peer Support is the Way!

2025 Conference

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Welcome!

Please be seated for a guided meditation led by Ray
Zott

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Understanding and Defining Burnout

- Definition of Burnout: chronic workplace stress not successfully managed
- **"Burnout is a systemic issue, not a personal failure."** ~Jennifer Moss, Author of the Burnout Epidemic



Core Symptoms of Burnout

1. Exhaustion

- Feeling drained, depleted, or unable to recover energy—even after rest
- Constant fatigue
- Trouble sleeping or oversleeping
- Brain fog, forgetfulness, or difficulty concentrating

2. Cynicism or Detachment

- Feeling emotionally distant or numb
- Loss of passion or enthusiasm for your work
- Becoming more irritable, negative, or sarcastic
- Withdrawing from responsibilities or people

3. Reduced Professional Efficacy

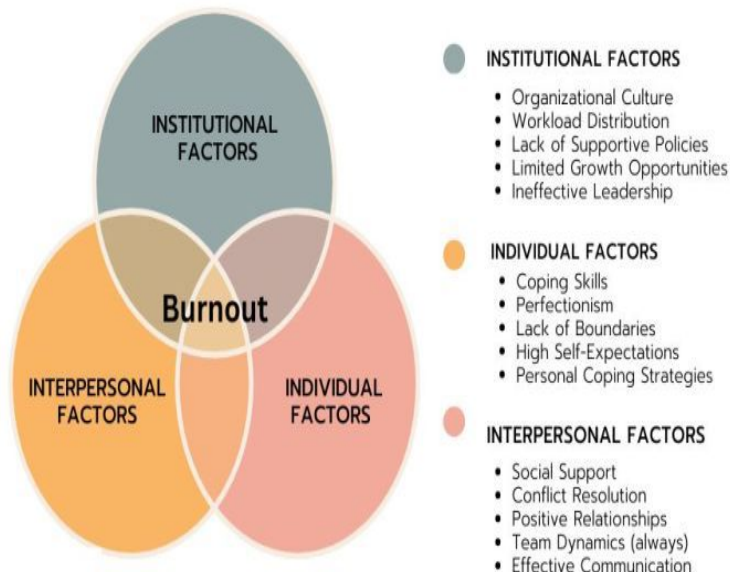
- Feeling ineffective or incompetent
- Struggling to complete tasks you used to manage easily
- Questioning your ability or worth
- Decreased productivity or creativity

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Dr. Tamara Beckford
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WHAT CAUSES BURNOUT?



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Why Systems Need to Change

What we know:

- Individual self-care is not enough
- The work we do is difficult
- There are never the resources we need to help people as we would like

Barriers:

- Unrealistic expectations of job responsibilities
- Lack of boundaries
- Undervaluing emotional labor
- Need for community care, policy shifts, leadership modeling

"You can't meditate your way out of a toxic workplace." ~Ruth Abban

When you get back from vacation and have to face the reality of going back to work tomorrow

@tank.sinatra



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Organizational Wellness Strategies

- Supportive policies: flex time, mental health days, trauma-informed supervision
- Realistic boundaries: respect for off-hours, workload monitoring
- Intentional community care: peer support, reflective spaces, equity and inclusion, “calling in not calling out”
- Critical Incident Debriefing and/or Reprocessing



Personal Wellness Planning

“Self-care is not selfish—it’s foundational.”

- Reflect:
 - a. What are your current wellness practices?
 - b. Where do you need support?
 - c. What gets in the way of integrating new practices?



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Integrating Wellness into the Workplace

- Model self and community care in leadership
- Promote comfortable and ergonomic work environments, promote nutritious options at workplace events
- Build into policies: wellness time, promote processing spaces, encourage creative outlets, staff retreat time, staff recognition, annual performance goals and reviews, recurring supervision, supervision for the supervisors!
- Promote and educate staff on Employee Assistance Program and Benefits
- Educate staff on safety protocols
- Mandate annual training and professional development
- Train supervisors in emotional intelligence and trauma-informed or trauma sensitive practices



Resources & Further Learning

- Recommended books: *The Burnout Fix*, *Rest is Resistance*
- Meditation apps: Headspace, Calm, Insight Timer
- Individual Self Care Assessment:
<https://pceinc.org/wp-content/uploads/2020/12/20100806-Self-Care-Assessment-%E2%80%93-Transforming-the-Pain-A-Work-book-on-Vicarious-Traumatization.pdf>
- Individual Burnout Inventory: <https://different.hr/wp-content/uploads/2020/05/Maslach-Burnout-Inventory-MBI.pdf>
- Trauma Informed Care Guide:
<https://www.easternct.edu/center-for-early-childhood-education/for-faculty-and-trainers/training-modules/trauma-informed-care-facilitator-guide.pdf>
- Self Care Starter Kit: <https://socialwork.buffalo.edu/resources/self-care-starter-kit.html>
- Organizational Self-Care Assessment Tool:
<https://outreach-partners.org/wp-content/uploads/2023/07/Organizational-Self-Care-Assessment-Tool.pdf>

Holistic Practices Demo

- Guided Meditation: Calm Safe Space
- Sound Healing
- Rock Painting

Instructions:

- Materials: smooth rocks, paint markers, calming music
- Paint a word, symbol, or image that represents resilience



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