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INSTITUTE FOR SOCIAL IMPACT

# CAREER BURNOUT

A BREAKTHROUGH GUIDE ON HOW  
NOT TO LOSE YOUR SOUL IN THE  
BUSY CORPORATE WORLD

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# Contents

- Introduction to Me and Burnout:..... 3**
- So What Is Burnout?..... 6**
- So WHAT do I do NOW? ..... 7**
- Burnout Beater #1: KNOW YOUR VALUES .....10**
- Burnout Beater #2: CONNECT WITH YOUR COMMUNITY! .....10**
- Burnout Beater #3: INSPIRE YOURSSELF THROUGH ACTION!.....11**
- Burnout Beater #4: MIND-->HEART-->SPIRIT DECISION MAKING .....12**
- Burnout Beater #5: CONSISTENT SELF-REFLECTION .....14**
- SO WHAT'S NEXT?.....14**

## Introduction to Me and Burnout:

Hey, Duncan So here! If you're reading this, you probably just like the hundred's of young professionals and top-level executives I've helped make a transformative impact in their life and career. Like you, they were experiencing a crisis of 'Career Burnout' and were looking for a meaningful way to change their outlook on life. I understand that while you're career driven, you'd like for that career to encompass things that are important to you - a new way of approaching that work-life balance.

You're probably exhausted and feel like you need a sunny Caribbean vacation, like, right now! I understand that, I've been there too. The good news is, you're in good hands now. And today, I'm going to dive deep into what Career Burnout really is and how you can avoid and overcome its burdens.

Here's how I got so burnt out - I bet it's similar to your story....

Before I even graduated college I got hired by a little company you may have heard of, Virgin Mobile? Yea, the Richard Branson one. I was brought on to head up a team of telecom specialists and our startup had over \$150 Million in investments! Exciting stuff to be a part of. I was a high achiever, moving up the ranks as fast as possible, growing two teams at once, managing huge budgets. I even managed to get promoted to senior management and land a senior specialist position in a little over 5 years. I loved it. It was fun.

I voluntarily showed up at the office before 7am and routinely left after 8pm. Seriously, I consistently worked 12 to 13 hour days while always being on call for over 5 years. Don't get me wrong, the titles, bonuses and salary were super nice but they were just superficial.

I was able to justify all of this because I knew I was working toward some magical future goal and prestige.

But... All of this changed precipitously when our group got bought out - cue a HUGE CULTURE CLASH. I was offered any role I wanted through the merger and even lead a lot of the transition efforts.

This is where things got really hard for me. Growing teams and the organization was my life blood... and now I had to let them go and join the grind and the bureaucracy. I realized very quickly that this just wasn't for me.

It wasn't just grinding on the outside... it was a deep grind on the inside.

I lost my identity.

And down spiraled into a life crisis.

Angry. Resentful. Bitter.

If it weren't for the paychecks, I'd have been so gone.

And let's say I could have even stomached it for a few years, play politics and climb that corporate ladder...

But I couldn't, because what was really eating me inside... What was really stressing me out was that I felt like I was losing a little bit of my true self every day! This listless feeling was actually physically harmful to my health and was a huge negative catalyst in several personal relationships.

It was really hard for me. I'm a naturally curious and existential person. It's not hyperbole when I say that I literally began to QUESTION MY EXISTENCE. This was burnout on steroids!

I was so stressed I even subconsciously plucked out my eyebrows and gained crazy weight in a short period of time (like size 31 pants to size 34 in the blink of an eye).

I began projecting all of that angry, unfulfilled emotional baggage onto my girlfriend at the time. She, not surprisingly, left me for another guy. She didn't deserve to be the sounding board for my unhappiness at work and I was left to reap the consequences of my actions.

Those were really dark days for me... and it used to be terribly hard for me to talk about this period of my life, let alone be objective it.

And looking back, I mean... that's the point! Right?

The phoenix always rises from the ashes.

It's until you really wake up and reconnect back with WHO YOU ARE and YOUR PURPOSE do you really GET life... But the reality is that most of us are just asleep. Hell, I was for a long time.

But it's these nightmares, the reaping of negative consequences that can sometimes shake us awake and scream in our faces. These are the moments that force us to stop being zombies in life.

I could go on with stories, my own and one's told to be by my many success stories, but I want to help you get out of this cycle FAST!

So what did I do?

I had the opportunity to go get an MBA from a highly-respected university. Most of it would have been paid for - my younger self would have died for this opportunity!

BUT, Instead of doubling down on the corporate hamster track that would in time just keep burning me out, I decided to put all of my effort in figuring out

WHO AM I...?

WHAT'S MY PURPOSE?

So I spent about 5 years studying human development, joining leadership development programs, masterminds and communities within the human potential space taking me to the frontiers for social change.

During that time I was fortunate to be able to study the effects of Synchronicity, energy and the effects of passion in the areas of leadership development and social entrepreneurship. It was a step to create a skill-development app that would map a person's goals and aspirations while providing the connections and resources to help fulfill goals in real time.

At that time, I had successfully connected the steps to go from life crisis to calling for myself, taking wisdom teachings and framing it into 21st Century approaches that would be practical, and easy to understand to solve our modern day problems.

Being engineering focused, I took the process to the test for the rest of the decade.

I launched a school in Ghana that used the frameworks that were developed as a social experiment on how youth could tap into their human potential to solve community problems.

After reaching over 2500 students, we got recognized with our work in the areas of social entrepreneurship, leadership development and philanthropy, and it's role in rural education in Ghana.

I took the process to a systems level, launching a Social Impact Lab taking on projects like reinventing a failing convenience store ecosystem in Toronto and helped develop a \$4T cryptocurrency which brought together indigenous nations with the purpose of creating a new economic model for over 650M indigenous peoples.

It was clear the the themes of identifying burnout and using it to ignite a person's passion reflected not only across a single person but to entire societies.

During the last three years, I got Board Certified as a Master Practitioner in NLP, MER and Hypnosis to solidify my practice with the tools to overcome limitations and operate with excellence.

So, because of my experience with Career Burnout and the transformative steps I took to overcome it, I have devoted a large portion of my life to helping others overcome their burnout challenges and unleash the potential inside to make a meaningful difference on this planet.

Some even call me "The Burnout Guy" but I like to think of it more like I'm the "Purpose Awakening Guy" or even the "Fulfilling your Life's Calling Guy".

But again, I don't tell you these stories to impress you. I tell you these stories to impress UPON you that this can be your destiny as well. We're all amazingly susceptible to burnout and getting stuck in a cycle that we hate. Conversely, we're all amazing capable of making radical and transformational change in our lives.

You ABSOLUTELY CAN do this...

Not just in your career, but in all aspects of your life.

## So What Is Burnout?

Burnout is just a label that we use to describe a common problem among generally highly motivated people.

For my clients, this is usually where I break out the pen and notepad and do a deep dive into their situations because everyone is unique. And those things that need to be reevaluated are different for everyone. This is where I show you the techniques to laser focus on where you engage in self-sabotage and I help you get really clear-headed so that you can shift your behaviors that are leading you to feel burnt out.

At its core, it's just a metaphor that we use to describe a syndrome. We literally just consume so much energy that we actually "Burn Out". We go from hot hot hot... to redlining, to boiling over. That overwhelming head begins to damage our systems

In most cases, this burning out starts to damage many areas of our life... our career, our health, our relationships. It even starts to deteriorate our connections to who we are as a person.

And, because we aren't equipped to recognize and deal with the signs and signals, we ignore the red flags that are right in front of our faces. Instead of making rational decisions to address the factors that are causing us so much detriment, we push through and ultimately go from "burnout" to "blow out"!

In fact, most of the people I talk to are incredulous... "Duncan, why would we do that?"

And yes, I agree, from the outside looking in this sounds insane. Except for each one of us, we don't see it clearly ourselves. We are so in the moment of it, so in the grind that we can't comprehend the toll it's taking on our psyche. It's difficult to slow down at this point, let alone stop. It's like trying to tell an over-active child to sit still, or telling a person with depression to go out and play... Right?

### **And so, one of the first indicators of Burnout is EXHAUSTION:**

As each day passes, you begin to get more and more tired. Instead of slowing down, what do we all do? We start supplementing our bad habits with "more energy"... we look to things like coffee, energy drinks, sleeping pills, unhealthy food... If left unchecked for too long we start to develop Adrenal Exhaustion. You get super edgy, extra sensitive, you can't stop thinking about your problems when you go to bed and then again as soon as you wake up.

Life starts to feel very reactive. Your whole life turns into problems solving. For a while, you're solving them as fast as they come up but they keep coming and eventually they overwhelm you.

And your life turns into this vicious cycle of more problems. All the while, the threshold for a "good" life, or a "happy" life is really just a life of less problems. Like saying, I'd rather be in a prison than face death. *Seriously right?*

Does that sound familiar?

## **Now at the other extreme is being MINDLESSLY BORED:**

This isn't your classical version of burnout but it's super important and exhibits a lot of the same symptoms nonetheless. Also, dealing with this can really help you deal with some internal conflicts.

When you are bored, you are disconnected from yourself. You become disconnected to your passions, your gifts, your talents. It becomes no different than the path of Exhaustive Burnout, you lose all motivation and you always feel tired. You're tired of being tired.

Over time, it takes A LOT more energy to do less and less. Every have that feeling where it takes you an hour just to send one lousy email? Some might call it procrastination, some might call it laziness, perhaps even a lack of initiative. But really, it's a classic symptom of depression.

And when it comes down to troubleshooting the problem it's important to look in the mirror and ask yourself what emotional state you feel most connected to?

Do you feel more "Go Go Go Burnout?"

Or do you feel seriously "Checked Out"?

It doesn't always have to be one or the other either. Sometimes these cross the lines of our daily lives.

Where do you feel you predominantly lie? Is it different in different areas of your life?

Take a moment to consider it. Jot it down. You really just need to ask yourself so you're in a better place to take responsibility for it. To define it and and face it gives you the power to RESPOND to it... Make sense?

## **So WHAT do I do NOW?**

Before I give you the tools to handle these situations, I want to tell you **why** we fall into these traps so that you don't make an excuse for yourself and then call it a day. You can't turn your life around with that mindset. We've got to be honest with ourselves here!

Now, you can call what I'm about to tell you subjective, but but this comes from both research and personal experience. And, it's been somewhat of a ***thesis for my life over the last decade.***

So what's going on?

We're living in a very fast paced society... First world, second world, third world.... It doesn't matter! We now live with technology like the internet all day every day. Tech has infiltrated every moment and aspect of our lives. The burden of living a fast-paced life is not longer up for debate, we've been increasing the speed of our life since the invention of the printing press.

It's that it's become our *constant* which is this geometrically growing fast paced lifestyle.

Think of the Internet... we get like 2.5 quintillion bytes of data created each day and growing...

Imagine a few bytes as everyone's emails, texts, videos, thoughts... each one creating multiple responses...

Creating more inter-connections...

And that's just online...

And that's just from like late 90s to now... less than 20 years.!

Like 100 years ago... the 1900s... we just invented the combustion engine and most of the world were still european colonies.

Fast forward to today...

Practices like mindfulness and meditation which were once left to those seeking enlightenment are now used as day-to-day therapy to just to keep ourselves together!

And so now all of us are swept up into this volatile storm!

This volatile storm that leaders like myself who are on the social systems forefront know IS NOT SUSTAINABLE.

*Leaders like myself know that this is not sustainable.*

Something is going to happen... Whether it be the collapse of economies, the collapse of everyone's health, or the the collapse of governments we can only speculate.

But, what we do know is that the solution, or at least an important element of the solution...

***Is transcending yourself.***

And we define this roughly as "existence or experience beyond the normal or physical level."

And then transcending as a human species, or perhaps just global extinction if we keep consuming the way we do.

So, in this model, there is no single system to blame. Sure, you might go through the 5 stages of grief, but at the end of it you can only really make transformative change, ***you can only really transcend yourself, when you admit 100% of the responsibility.***

Following me so far? Don't worry if not just yet....

**And so here's the proven recipe for a career burn out.**

Let me warn you, it gets a little dark first. But I promise we'll get to the breakthrough stuff soon.



Here's how it goes...

We work work work. Perhaps disguised as competition, we “hustle” and “grind”. We begin to get distracted and we think we're doing it because it's our responsibility. Perhaps, we even think it's to keep our jobs.

And in that grind of it all, we begin to firefight... get more and more reactive to our lives and situations...

At this point we really begin to lose sight of who we are. We start to lose sight of our values one day at a time

We really lose that inspiration and passion that flows through us when we were aligned, tuned up and turned on. We move back into our fight or flight patterns. Back into daily survival mode.

And so, we project all of the detrimental emotions... Anger. Resentment. Annoyance. Impatience.

That's one spectrum.

Here's another: Fear. Anxiety. Worry. Doubt.

And another: Sadness. Guilt. Shame. Boredom. Depression. Apathy.

With each day those emotions grow and eat at us, we keep getting further from what's important to us and we ***blindly focus on only what's important to others...***

We have to learn to defend ourselves on a daily basis so we don't go crazy...

For some it turns into meaningless work, for some it's thankless work...

The commonality is that the cycle perpetuates day over day over day ***until it turns into a habit.***

It locks in, and you've created your own prison environment without even really knowing it.

And you feel trapped, scared and powerless to change it for whatever reasons.

And then it begins to bleed into other parts of your life.

(\*\*exhale and repeat after me\*\* “OH FUCK ME!”)

Yes indeed my friend, this is an “F” my life moment. Maybe you are here right now, or at least on the path to this moment? But hey, better we're having this chat now than later!

**SO, STEP 1: TAKE 100% OF THE RESPONSIBILITY!**

Do whatever it takes! literally. Ask for help. Stop the drama!

The blame game is dead to you. That just perpetuates burnout.

No more trying to fix problem that keeps on coming. No more bitching and whining that life's tough. No more lashing out at people, which includes yourself!

That all stops. It all HAS to stop for you make any real breakthrough. If you don't stop it, a heart attack will.... Or a bankruptcy, or a divorce, a breakup, depression, serious illness, getting fired...

You can't apply the techniques I'm about to detail to you until you take this part seriously.

So here we go, here are the top 5 tips I can give to turn burnout around. These sound easy, at least intellectually, but it's the actual work that's uncomfortable.

This is about small steps and building momentum if you want permanent long term change.

It isn't a magic lotion, potion or pill... not a one hit wonder...

## Burnout Beater #1: KNOW YOUR VALUES

This is what is important to you. The things that have been baked in since you were a child. These are not the corporate BS values that you see plastered on the wall of the cafeteria or break.

This isn't some lame creative exercise.

This is about really examining and eliciting what drives you and motivates you deep inside. You have to get to know these things and understand what they mean to you ***so that you can intentionally craft it into your work life.***

## Burnout Beater #2: CONNECT WITH YOUR COMMUNITY!

Don't go lone wolf man! You don't have to do it by yourself... I don't care if you're an introvert or an extravert, we're all social animals!

Don't make this about competition. Darwin's bullshit is dead to you now.

We're not dealing with primal animals on this planet that can divide and conquer for resources.

We're not dealing with friendly competition where you have winners and losers, but instead, at the end everyone wins and pushes each other to grow.

We're now dealing with 7.5 billion human beings on this planet. The system can't deal with those levels of losses let alone that type of thinking.

And then we have the Internet. Shit has changed. We're connected more than ever and that's a great thing. But if you want to do meaningful work, it has to be meaningful to others.

And if you continue to work in an environment that doesn't value that, then that's completely on you...

It's the "Fool me once, shame on you. Fool me twice, shame on me." principle.

Continuing to be in an environment where everyone still likes those rules is just you being in denial.

Instead, you have the choice of finding your ideal environment and acting on it.

If this perfect environment (think of this as a career or path) doesn't exist, and you have the hunger for it, ***then be a social entrepreneur!***

Create it, and the community comes to you.

It's instant service to humanity. Karma points for the win.

***And that's when meaning turns to money.*** It actually flows to something meaningful, not up to a "uncaring" and "greedy" 1%. The economy wins. Society wins.

### [Burnout Beater #3: INSPIRE YOURSELF THROUGH ACTION!](#)

I want you to write out the word "GRIND".

Got it?

Okay... now cross it out. Replace it with the word "INSPIRE".

After you've defined your values and you've figured out where people like you like to hang out, I can promise you this -- INSPIRATION WILL FLOW!

You feel alive again yet?

You know how those wisdom teachings say: "follow your passion"

This *is it*.

No secrets. No need to smoke weed or take psychedelics. No therapy required. Passion naturally flows when you're connected to who you are and present with life.

Then, if you take action from it, you'll feel valued and appreciated. Your work will start to have meaning. You could be sweeping the floors or taking out the trash and still feel validated.

It's the same reason why parents keep their sanity and have this overwhelming sense of fulfillment when they shovel their children's poop and lose sleep over crying...

But both you and I know, which makes us lucky...

That you're coming in with a valuable skill set.

And you're already good at solving complex problems.

Critical thinking, creativity, people management, coordinating with people, emotional intelligence, intelligent decision making, helping others, negotiation, flexibility in thinking

Those are all high valued skills. Which means you're not moving from like high paid salary to starving homeless. We're just repurposing these skills to fulfill an end goal that aligns with your values and passions!

## Burnout Beater #4: MIND-->HEART-->SPIRIT DECISION MAKING

I call this win-win-win decision making. This one takes a little bit of emotional intelligence and cognitive flexibility. But even if you think you have none, just doing this consistently will help you develop it.

Before you take any action, you have to make a decision to do it right?

Remember I said take 100% responsibility?

You have to make the decision, not someone else making it on your behalf.

\*First scenario...\*

So if something needs to be done...

AND...

It doesn't make logical sense AND doesn't make you feel good?

***Don't do it.***

Seriously. This sounds like super intuitive, but most people burn out because this is on auto-pilot.

Just say No.

When you align with your culture and environment with your values, this generally becomes less frequent.

\*\*Second Scenario...\*\*

If you think it's a good idea to do it... makes logical sense...

AND not motivated. Not inspired to do it.

Make sure it aligns with your values. Negotiate HOW you do it in a way so it does.

If you succeed in that negotiation, move forward.

If you can't, then don't do it.

**\*\*Third Scenario...\*\***

You think it's a bad idea, like it makes NO sense...

YET you still feel compelled to do it...

Play it out and let the truth or the lesson unfold.

Yes it does take some intuition. Yes it does take a little faith.

What happens is either two things, or somewhere in the middle...

If it starts to turn out to be a mistake and your gut check kicks in, your heart just says 'uh uh', then STOP.

Seek another path.

Otherwise, what typically happens, ***is you realize that that fear was just a limiting belief.***

What you want ends up panning out, you learn from it, you overcome that fear, and your belief get updated.

That's it. It's like a bug fix.

If you don't fix it, you'll get stuck in an old outdated version of your life... and in this case, it's something that your heart wants *OUT* of...

Pretty simple and intuitive right?

And Lastly, if you think something makes total sense and you're feeling like super pumped about it... ***It's a no-brainer, DO IT!***

That's it. This system of thinking will develop your decision making, cognitive flexibility and emotional intelligence.

## Burnout Beater #5: CONSISTENT SELF-REFLECTION

So, as a BIG ASK I usually recommend that you start some sort of meditation practice. Meditation has so many benefits (many, many, many) especially when it comes to stress. It's literally like a knife through hot butter.

And the clarity you get from it, especially coupled with the win-win-win decision making process opens up your life to bliss and joy. And if you do it right, life gets easy.

It opens you up to deal with deeper challenges within yourself. Not superficial challenges like how to minimize your taxes or negotiating the price on your next vehicle purchase. But real, deep questions that you probably haven't explored yet.

Or, instead of taking this advice, you can bust your ass off hoping for a 20% pay raise so you can pay a bigger mortgage payment or afford the next iPhone...

Right?

If you can't meditate or don't know how, don't worry - here's how I started...

I went on daily walks. A 45 minute walk per day really did the trick for me. You can start off at whatever length you think you can manage but i really encourage you to give yourself enough time to really relax and think! But either way, just get started!

Just go out and let your mind flow. Get natural sun and air. Let your creative juices and energy start flowing. You'll be surprised by how quickly it will help to melt away the stress, and you begin to reconnect back to who you are.

Insight and intuition ramps up.

That's it... five tips...

## SO WHAT'S NEXT?

Duncan, this all sounds great! I'm feeling super motivated! BUT, as soon as i'm done reading this how do I maintain this momentum? I don't think I can do this.... What do I do?

I get it, it's daunting, and I get this question all the time. You feel inspired, motivated, pumped up but how will all of this work in Real Life?

While you're here reading this with me it feels like you're in another world but as soon as you put this down, your limiting beliefs and emotional baggage will start to sabotage you again!

But essentially it's all the real world right? If you're considering things differently when you put this guide down, then you haven't taken 100% responsibility yet. It's the beliefs and rules that you hold onto that define you - these will confine or free your "reality".

I'll share with you two more ways of thinking about this...

The "Normal" way and the "Supercharged" way.

So the normal way, meaning no science, no super human powers, no psychology hacks...

What we're naturally born with type of normal way...

It's introspection. Period.

Know thyself right?

Remember, it's something we've always done... and the problem in today's society is that we have WAY TOO many distractions...

Even Kings, Queens and Emperors had time for self-reflection ruling countries as their messengers went out to execute decrees... and wait for feedback.

We act like our kingdoms are burning down. A full blown Trojan Horse invasion.

Instead, today we're surrounded by first world problems - traffic, instant messaging, emails, bill payments, constantly new Youtube clips, Facebook and Instagram posts, taking our kids to school, Black Fridays, holidays....

And we forgot how to stop and be introspective. It's not the same kind of thinking we use to solve problems. It's not critical thinking or even higher thinking.

***It's turning off our mind. Turning off all that mind chatter.***

And to turn it off is actually counter-intuitive. But it's not about shutting it off, rather... just listening to the right things.

We all like to be heard right? Your mind is no different.

Once it's heard, it shuts up.

But you can't hear it and do nothing though.

If you shared your thoughts with your manager or your loved ones and they dismissed you, how would you feel?

No so great right?

So what I do is take out a good old fashioned journal. Not an iPad or electronic device... Like actual pad and paper old school...

Get a nice cup of tea or Ovaltine... really soft relaxing music playing quietly in the background...

And write down everything my mind is chattering about.

Things that I'm grateful for.

Things that I'm unhappy about.

Situations and people whom I need to forgive. It's a reflection process.

And I take what I'm unhappy about and ask, "what do I want instead?" vs. "what I don't want."

I take everything I'm unhappy about and reframe it that way.

For example, "I want my projects to be interesting and clients to be honest with their word"

NOT "I don't want projects that suck and clients who selfishly sabotage their own results."

Framed in a positive light this becomes a creative and intuitive process.

It's a form of communication with my "Higher Self".

Some may say it's their version of God.

There's no right or wrong answer.

And from that positive place outlook, I set SMART Goals... (google it)

Those goals give me actionable things to do that help me work toward the outcomes I've defined as important to me.

Day-to-day this is really what I do. The "Normal" way.

BUT, sometimes you're knee deep on the path to burnout or having an existential crisis and you need a SUPERCHARGED method...

Introspection can be very difficult and even painful. The Inertia of life can be really intense.

If you didn't know this, I'm a Board Certified Master Practitioner in NLP and a practice called "Mental and Emotional Release".

Mental and Emotional Release is one of the most effective and absurdly fast tools I've come across and has been clinically proven and academically and professionally studied to work effectively. Which is why I use it as a process consistently and confidently with my clients to get results each and every time.

I use it in my breakthrough sessions that takes an area of your life, let's say your career, and it just supercharges it!

No joke, it feels like experiencing a miracle. The mind just works in amazing ways.



***I don't know if you know about that scene in the movie Forest Gump where Lieutenant Dan, who lost his legs in battle. He gets incredibly depressed and angry the goes ABSOLUTELY APESHIT when he and Forest got stuck in a hurricane on their shrimping boat in the middle of the ocean.***

***At the end of that battle, after the storm when the sun broke out, Lieutenant Dan jumped into the water and began to swim gracefully. As if he had made his peace with God.***

***That's how completing a breakthrough session feels like.***

At the core of it is being able to release all your anger, fear, sadness, pain and shame in that area of life you feel is affected. And it doesn't come back.

Then I help you to release all your limiting beliefs and decisions in that area.

And as part of the process, we test it to make sure it's gone. Like gone GONE.

And I'm also talking about going as deep as we can go, from rage, PTSD, phobias, depression. Things that usually would handicap a person's life.

Gone in minutes...

It's really powerful stuff.

I highly encourage you to pick up the book written by my mentor, Mental and Emotional Release by Dr. Matthew James.

You can find it on Amazon. Order the paperback copy or the digital book...

Read the first four chapters. The science is all there.

So it's journaling or MER...

So seriously, I encourage you to read that book or just book a breakthrough session with me.

You can go to: <https://www.theburnoutclinic.com/therapeutic-vacations>

And we can take it from there!

We also have another program specifically designed to turn burnout around and prevent it from happening again.

"We" being the **Burnout Clinic** where I lead the our Burnout Recovery program component, working with conscious leaders, change makers and entrepreneurs.

It's our Accelerated Burnout Recovery Program with NLP.

It was designed specifically for people who have gone through the nightmare of burnout and want to prevent it from happening again

And many people enter the door because of burnout and feeling empty inside...

And come up with a deep level of clarity, congruence and conviction to empower how they show up at work and in life...

It's even more potent after a breakthrough session because you have all that baggage out of the way.

If you're interested, you can check out on our [workplace center of excellence](#), it's the perfect resource to get you started. And as a special gift for those of you who have joined me through this E-Book, I'm giving you 25% OFF!

Thanks

Duncan So!