

Empower Your Spark: Reigniting Strength in the Face of Burnout

YWCA: Coffee and Conversations

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Plan for our time

Welcome, check-in and grounding

Some basics about burnout

What does burnout mean to you? How have you experienced it?

What are some ways to approach burnout? How can you reclaim your spark?

Closing

Grounding

Noticing and being open to whatever you are feeling—and being able to put words to it involves deep awareness and can completely transform the way you connect with yourself, others, and your environment.

Burnout is a profound, chronic exhaustion of mind, body, and spirit, often leading to a sense of helplessness and detachment.

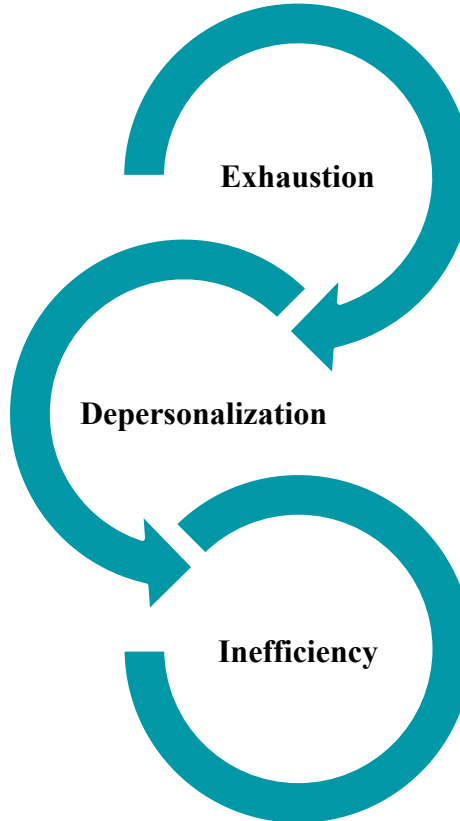
<https://www.ncbi.nlm.nih.gov/books/NBK279286/#:~:text=Burnout%20is%20typically%20thought%20to,and%20feeling%20tired%20and%20down.>



Burnout manifests in three main ways

Depersonalization: sense of detachment from work or responsibilities, often with negative thoughts about people or tasks

- Pessimism and beginning to think negative thoughts are permanent, pervasive, and personal



Exhaustion or lack of energy: physically and emotionally drained

Decreased sense of accomplishment and self-worth: sometimes associated with inefficiency or poor performance:

- Feel efforts are not making a difference
- Self-doubt sets in
- Negative filtering

6-mismatches that create conditions for burnout

- **Workload mismatch:** too many demands or the wrong type of work
- **Lack of control:** insufficient control or authority over resources needed
- **Lack of recognition:** Insufficient social rewards, pride in work, or financial compensation
- **Lack of community:** Loss of connection or sense of belonging
- **Lack of fairness:** disparity including pay or disciplinary responses
- **Values mismatch:** Having to work in ways you find unethical or unjust (moral injury)

Exercise: Exploring your experience of burnout

- Discuss at your table
- Have you experienced burnout? How have you experienced it?
- How do we as women lose ourselves and our spark?
- Describe the experience, including physical sensations, thoughts, and emotions...even as you are describing it to your group.

10 minutes

How do you experience burnout?



So, what can I do about
my burnout?

Prevent burnout by
recognizing early
signs

Chronic
fatigue

Increased
irritability

Lack of
motivation

Physical
symptoms

Isolation



And...when you miss the
early signs or aren't looking
for them and get burned out,
what do you do?

Exercise: Reigniting your spark

- Discuss at your table
- Where does your spark live in your body? Trust what comes up for you
- What is your spark like? What does it feel like in your body?
- When it's dampened, how do you find your spark or yourself?
- What supports you when you are feeling burned out?
- What approaches have you used that have helped you when you are burned out or feeling early signs of burnout?

10 minutes

Recovery from burnout is personal

Recovery is personal

Identify and address situational factors

Set boundaries

Seek support: external and internal

Mindfulness and stress management

Engage in self-care and self-compassion

Take breaks and disconnect

Journaling

Connect with nature

Cultivate hobbies and interests



...and how I found my spark and emerged from burnout



3-State Framework for Reigniting Your Spark and Keeping It Lit

1. Address exhaustion and physical health
2. Reflect on your burnout—how did you get burned out? And what keeps you there?
What holds you back from change? Deep reflection
3. Continuously checking in with yourself to monitor how you are doing

Thank you!

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COACHING & CONSULTING

