

HR on Empty: Reigniting the Human & Resilient Leader



Objectives



Understand burnout trends impacting HR today



Refocus by identifying burnout warning signs



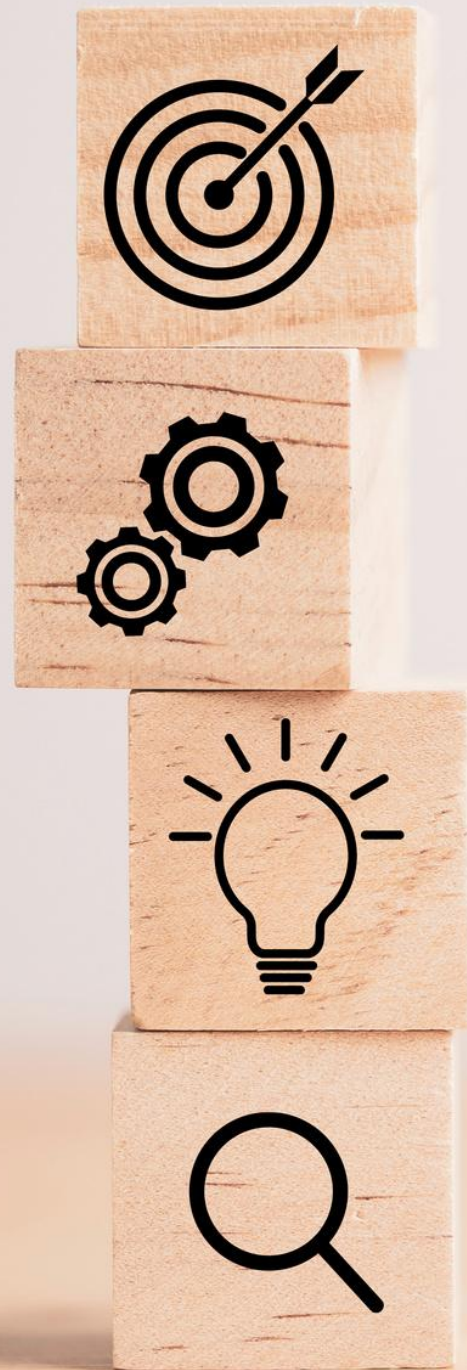
Set and maintain healthy work boundaries



Recharge through simple, daily strategies



Reignite your leadership energy and purpose



The Hidden Reality Behind the Role

**Burnout isn't the exception —
it's the norm.**

**95–98% of HR professionals
report feeling burned out or
overwhelmed.**

**Too much work. Too little
support.**

**90% say lack of resources and
staffing is a top stressor.**

**We hold the culture — even
when we're crumbling.**

**30%+ of HR pros report mental
exhaustion; many consider
career changes.**

**Stuck between leadership and
everyone else.**

**HR leaders often absorb
pressure from both executives
and employees — with no outlet.**

Refocus: Recognize the Signs Before They Take Hold



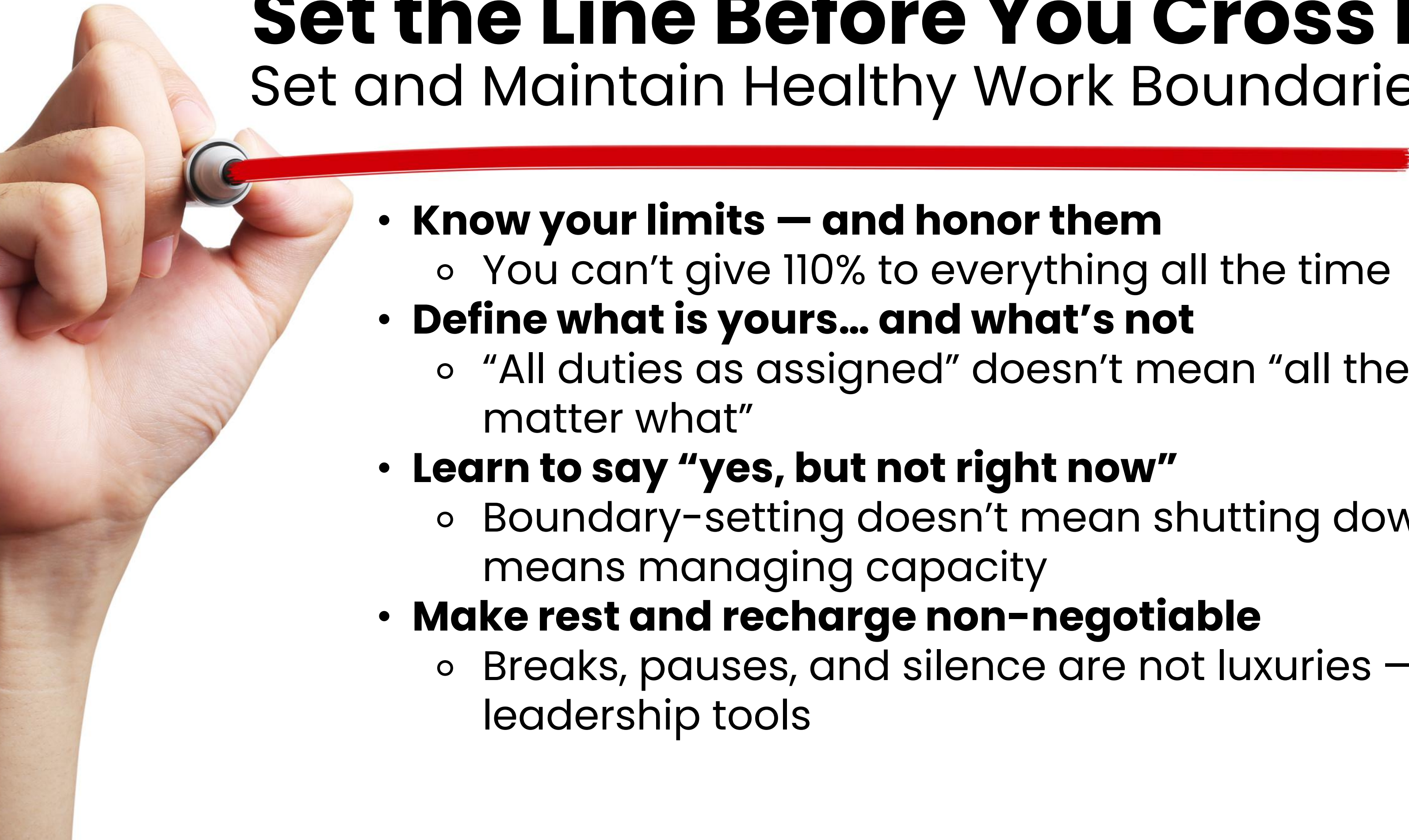
Refocus: Recognize the Signs Before They Take Hold



- **Burnout shows up in different ways:**
 - Emotional and Mental Fatigue
 - Overwork and Overload
 - Physical Warning Signs
- **Why Recognition Matters**
 - You can't fix what you don't see
 - Early awareness prevents deeper burnout
 - Noticing signs takes your power back

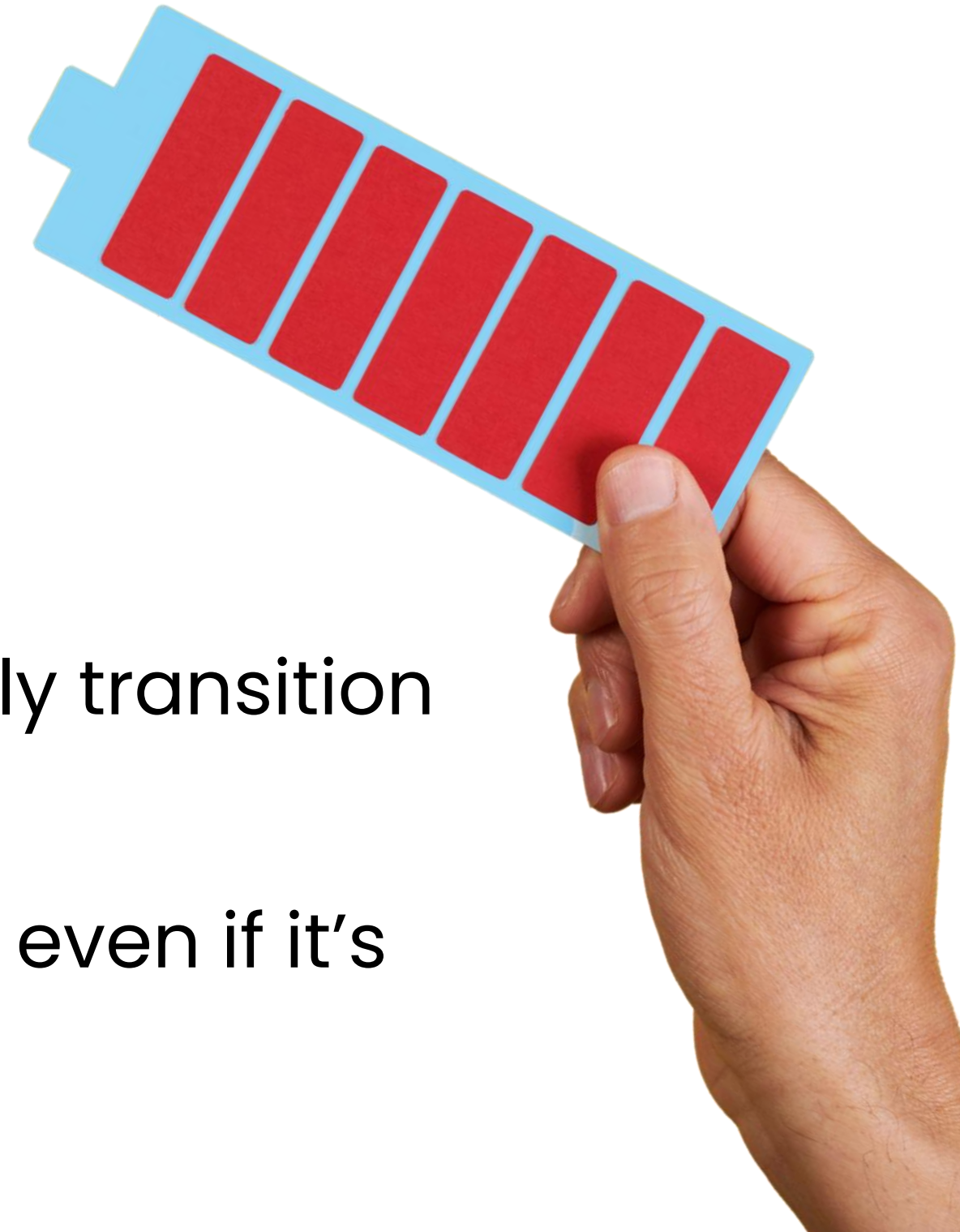
Set the Line Before You Cross It

Set and Maintain Healthy Work Boundaries

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- **Know your limits — and honor them**
 - You can't give 110% to everything all the time
 - **Define what is yours... and what's not**
 - "All duties as assigned" doesn't mean "all the time, no matter what"
 - **Learn to say "yes, but not right now"**
 - Boundary-setting doesn't mean shutting down — it means managing capacity
 - **Make rest and recharge non-negotiable**
 - Breaks, pauses, and silence are not luxuries — they're leadership tools

Recharge: Small Habits That Protect Your Energy

- **Start your day with intention, not your inbox**
 - Create 5–10 minutes of space for you before reacting to everyone else
- **Use micro-breaks as a performance tool**
 - Even 2 minutes of stillness, fresh air, or movement can reset your focus
- **Build in a “No Work” ritual**
 - Shut the laptop, silence notifications, physically transition out of work mode
- **Schedule joy, not just tasks**
 - Make time for one thing that fuels you daily — even if it’s 10 minutes



Reignite: Lead with Energy; Not Exhaustion

- **Your energy sets the tone**
 - You don't need to be perfect — just present and intentional.
- **Protecting your purpose is leadership**
 - When you're clear, your team follows.
- **You're the spark, not the extinguisher**
 - Don't burn out trying to keep others lit.
- **Influence grows through boundaries**
 - Respect starts with knowing your limits.
- **Resilient leaders lead with greater impact**
 - Sustainability beats sacrifice every time.





Refocus.Recharge.Reignite.

**Recognize your burnout
signs**

**Set and honor your
boundaries**

**Build habits that protect
your energy**

**Lead with clarity, purpose,
and resilience**



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