VALUERISE CONSULTING

How to Avoid Burnout Through Self-Leadership

Dominik Maximini, 23.07.2026



Agenda

- Who is Dominik?
- What is Burnout?
- How to Detect Burnout Early?
- Serenity Through Self-Management
- Building Personal Resilience
- Drawing the Line

Dominik Maximini

Professional Scrum Trainer

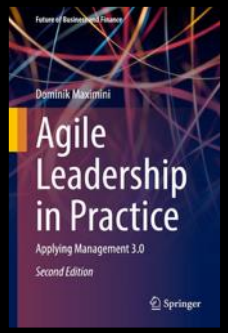
Agile leader

Manager for >18 years

Positive Leadership Award 2022

https://www.linkedin.com/in/dominik-maximini/









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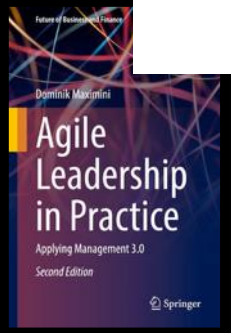
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I am **not** a qualified medical professional!

If signs of burnout appear relevant, professional medical consultation is essential!









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What is Burnout?



What is Burnout?

As described by the **World Health Organization** in ICD-11, QD85:

“Burnout is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterised by three dimensions:

1. feelings of energy depletion or exhaustion;
2. increased mental distance from one’s job, or feelings of negativism or cynicism related to one's job; and
3. a sense of ineffectiveness and lack of accomplishment.

Burnout refers specifically to phenomena in the occupational context and should not be applied to describe experiences in other areas of life.”

What is Burnout?

- constant fatigue, a feeling of being drained of all energy
- questioning that your contribution to work counts at all
- feeling hopeless and gloomy
- reduced work performance
- unhealthy eating and drinking habits
- frequent irritability or annoyance
- unusual emotional outbursts like crying or shouting
- unusual physical symptoms like headaches, stomach aches, diarrhea or getting sick more often
- difficulty sleeping or insomnia

A Story…

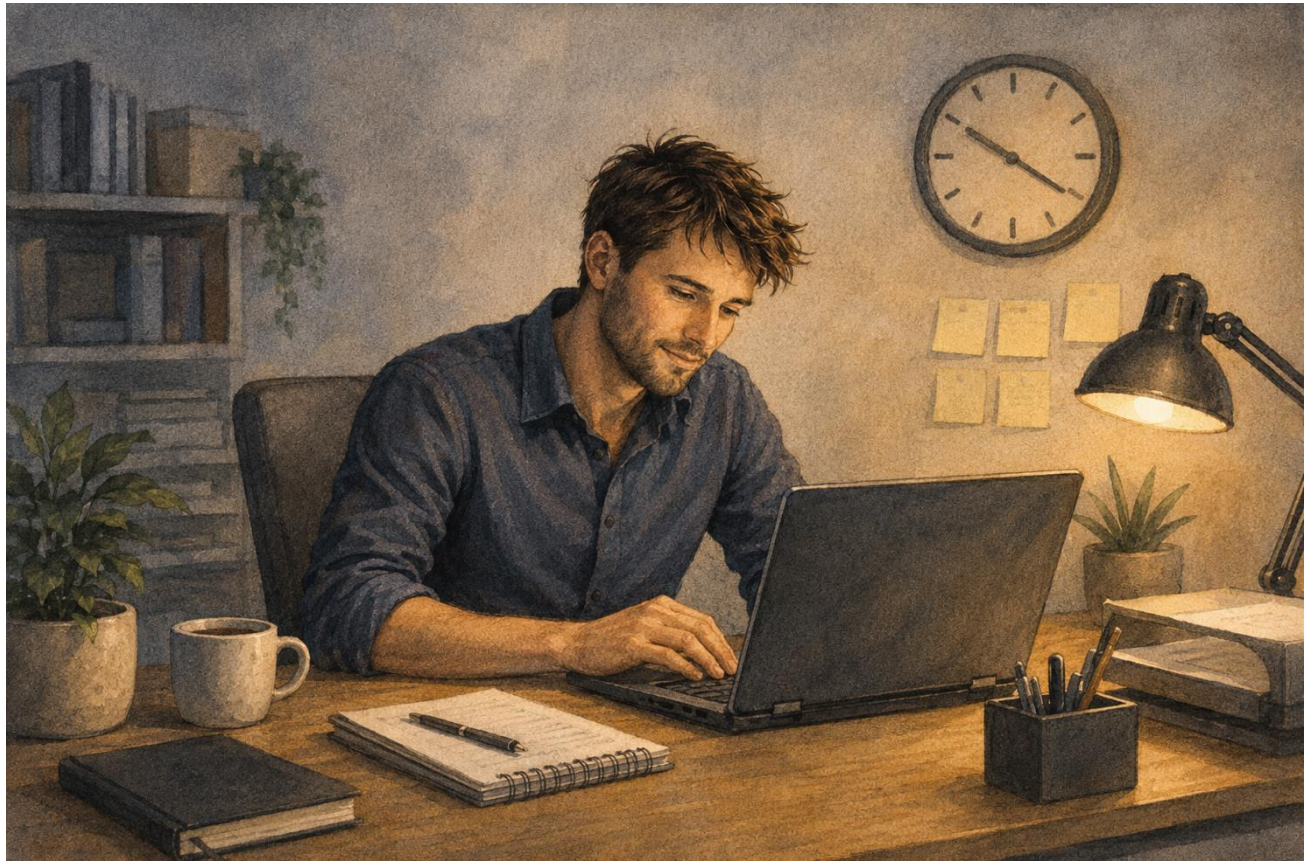


How to Detect Burnout Early?

1. I constantly feel frustrated with work.
2. I feel that my contribution to work results doesn't count.
3. My work results are worse than they used to be.
4. I feel like a failure at what I do.
5. I frequently worry about work after working hours.
6. I feel exhausted all the time.
7. I can't focus and concentrate on doing my job well.
8. I often feel sad or gloomy.
9. I feel anxious and worry a lot.
10. I feel I have no influence over my work or my life.
11. I have trouble sleeping well.
12. I am irritable, impatient, or easily annoyed.
13. I exhibit sudden emotional outbursts such as shouting, crying or swearing.
14. I just want to be left alone.
15. I frequently sigh or shake my head when other people communicate at work.
16. I react with cynicism to what waits for me at work.
17. My diet has worsened (e.g. loss of appetite or increased alcohol consumption)
18. I exercise far less or far more than I used to.
19. I have physical complaints (e.g. headaches, stomach or bowel problems, muscle ache, diarrhea, etc.) with no known medical cause.
20. I get sick more often than I used to.
21. My family, friends, or colleagues noticed a negative change in my behavior towards them or others.

Serenity Through Self-Management

- Manage your time
- Manage your health
- Manage your emotionality
- Be disciplined!



Building Personal Resilience



- Your life, your choice!
- Consider the circle of influence (Stephen Covey)
  - What can you change?
  - What can you influence?
  - What is outside your influence?
- Can you accept the situation?
- Body and mind are a single unit.

Drawing the Line



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Q&A

