

**MINDFULNESS BURNOUT  
CONTROL PROGRAM**

**MASTERING  
RESILIENCE:  
MINDFULNESS FOR  
BURNOUT RELIEF**

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**MINDFUL WAVE**

MINDFULNESS & COACHING  
INSTITUTE

## **THE FIVE CAUSES OF BURNOUT:**

- the feeling of injustice at work
- insufficiently clear work role
- inadequate communication and the lack of manager's support
- unreasonable task deadlines
- too big of a workload

**ABOUT PROGRAM:  
MINDFULNESS  
BURNOUT CONTROL  
PROGRAM:  
“MASTERING  
RESILIENCE:  
MINDFULNESS FOR  
BURNOUT RELIEF”**

**“Mastering Resilience: Mindfulness for Burnout Relief”** is open to individuals experiencing symptoms of burnout, as well as those interested in proactively enhancing their resilience and well-being. It is suitable for employees at all levels within organizations, including executives, managers, and frontline staff. The Mindfulness for Burnout Control Program offers a transformative learning experience designed to empower participants with practical tools, insights, and strategies to navigate burnout, cultivate resilience, and thrive in both work and life. This course is suitable for employees, leaders, anyone who feels they need preventive action against stress and burnout, as well as for professionals at all levels who want to improve their communication skills, manage stress and conflict more effectively, and cultivate a more attentive approach to work and relationships.

It is planned that the training will be held in two directions - for individuals and companies. The training for individuals will be organized in 4 weekend modules, each lasting 8 hours spread over two days, allowing participants to gradually integrate and apply the skills they have learned. Also, exercises and consultations are planned, lasting two hours, as a form of support for training participants. Intensive training is planned for the companies, which would be distributed over two days of 8 hours, and there is a possibility of adjustment according to the needs that the management expresses as priorities. Optional one-on-one coaching or support sessions for participants seeking personalized guidance.

After the training, each employee will have the necessary tools and instructions, which will support him, and he will be trained to implement them in his duties. Participants are encouraged to engage in daily practices of mindfulness and reflection to deepen their understanding and integration of the material. Participants will leave the program with a deeper understanding of mindfulness and its practical application in different domains of life. They will gain valuable tools and techniques for managing stress, improving communication, fostering healthy relationships, and leading with compassion and clarity.

## **I module -Mastering Mindfulness: Cultivating Presence, Peace, and Purpose**

Mindfulness: Principles and benefits; Understanding the essence of mindfulness; Introduction to basic mindfulness practices, Cultivating present moment awareness; integrating mindfulness into daily life; Introduction to compassionate mindfulness; Mindfulness-based self-care practices; The business case for mindfulness: Research findings and benefits for organizational performance. Mindful leadership: Exploring the role of presence, authenticity, and empathy in effective leadership;

## **II module - Stress Decoded: Exploring Burnout and Its Prevention Strategies**

Exploration of stress: Causes, effects, and signs of stress in the workplace; Cultivating awareness of stress triggers and responses; identifying stress triggers and responses; Applying mindfulness to manage stress effectively; Developing resilience and inner peace amidst challenges; Stress management techniques; Stress reduction meditation; Stress reduction strategies; Personal stressors and their impact on performance and well-being; Assessing stress levels; Introduction to the connection between mindfulness and stress reduction; Definition, causes, symptoms and consequences in the workplace; Identifying common signs of burnout; Assessing personal burnout risk factors and stressors; Understanding the impact of burnout on individual performance and organizational outcomes; Recognizing burnout: self-assessment and reflection; Identifying stress and burnout triggers in the workplace; Group discussion: Mindfulness techniques to reduce stress and prevent burnout; Coping with change; Identifying limiting beliefs and patterns contributing to burnout.

## **III module - Harmony in Diversity: Personality Insights for Successful Conflict Resolution**

Introduction to personality theory: Overview of different personality frameworks; Understanding Personal Types and Stress Triggers ; Overview of the Enneagram system and its nine personality types; Understanding the core motivations, fears, and behaviors associated with each type; Identifying one's own Enneagram type through self-assessment and reflection; Understanding the Process Communication Model (PCM): Introduction to the PCM framework for understanding personality dynamics; Exploring the six personality types and their communication preferences; Recognizing how each personality type processes information, sets goals, and manages stress.

Mindful approaches to resolving conflicts; Cultivating compassion and forgiveness; Transforming conflicts into opportunities for growth; Understanding conflict styles based on personality types; Exploring conflict triggers and communication patterns; Mindful communication techniques: active listening, empathy, and non-reactive responding; Conflict resolution strategies; Mindful Communication: Integrating conflict resolution techniques with the TCI model who can provide a structured approach to addressing conflicts in the workplace mindfully.



#### **IV module - Mindful Dialogue: Cultivating Connection Through Active Listening and Conscious Communication**

Effective communication skills for reducing workplace stressors; Defining active listening and its key components; Learning techniques to improve listening skills, such as paraphrasing, summarizing, and reflecting; Enhancing interpersonal communication skills through mindfulness practices; Practicing mindful listening, empathy, and authenticity in business interactions; Understanding the principles of mindful communication; Exploring the benefits of active listening for building rapport and resolving conflicts; Developing empathy as a foundational skill for effective communication; Understanding the perspective of others through active listening; Fostering open dialogue and mutual understanding through active listening; Using mindfulness practices to manage emotions and promote constructive communication during conflict situations

#### **V module - Mindful Transformation: Breaking Free from Automatic Patterns and Limiting Beliefs**

Exploration of the connection between mindfulness, automatic patterns, and limiting beliefs; Identification of common automatic patterns and triggers; Mindfulness practices for observing automatic reactions without judgment; Understanding the impact of limiting beliefs on behavior and well-being; Embracing change as an opportunity for growth and transformation; Setting intentions for mindful transformation; Action planning: Identifying concrete steps for breaking free from automatic patterns and limiting beliefs.

#### **VI module - The Power of Intention: Goal Setting and Manifestation Strategies**

Setting mindful intentions and goals; Aligning goals with values and purpose; Prioritization and goal - setting techniques for managing workload effectively; Mindful productivity: staying focused on tasks while minimizing distractions; Introduction to the GROW Model: Understanding the components of the GROW model; Exploring how the GROW model can be applied to goal setting and personal development; Introduction to the concept of SMART goals (Specific, Measurable, Achievable, Relevant, Time-bound); Setting SMART Goals: Identifying personal values and aspirations to inform goal setting; Crafting goals - Manifestation and visualization exercises to align with goals and intentions; Manifesting Goals into Reality: Developing action plans to translate goals into concrete steps; Identifying potential obstacles and strategies for overcoming them.





### **VII module - Life in Flow: Action Planning for Work-Life Integration**

Definition of work-life integration and its benefits; Introduction to the concept of flow and its relevance to work-life integration; Integrating mindfulness into daily routines for enhanced well-being; Action planning: Mapping out an ideal weekly schedule that aligns with participants' priorities and values; Strategies for allocating time and energy to different life domains, including work, family, health, and personal interests; Recognizing the importance of boundaries in maintaining work-life integration; Introduction to mindfulness techniques for enhancing focus, presence, and creativity; Gaining clarity on their priorities and values for achieving work-life integration; Developing practical strategies for setting boundaries and creating a balanced weekly schedule; Creating a personalized action plan for implementing work-life integration strategies and experiencing greater harmony and fulfillment.

### **VIII module - Gratitude in Challenging Times // Certification:**

Definition of gratitude and its significance in promoting mental and emotional well-being; Exploring the science behind gratitude and its effects on brain function and overall health, especially for stress; Recognizing common challenges and stressors faced during difficult times; Discussing the role of gratitude as a coping mechanism and source of resilience; Mindfulness-based gratitude meditation practices to cultivate present-moment awareness and appreciation; Techniques for reframing negative thoughts and perceptions into opportunities for gratitude; Strategies for expressing gratitude to friends, family, and colleagues; Role-playing exercises and group discussions to practice giving and receiving gratitude; Building a Gratitude Mindset; Setting intentions for incorporating gratitude into ongoing self-care and well-being practices.

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**Introducing the practice of yoga** to the workplace can offer numerous benefits, including reduced stress, better focus, increased productivity and improved employee well-being. Participants receive recorded yoga exercises (Desk and Chair Yoga), as well as guided meditations, breathing exercises and other accompanying material that they will use during training. These sessions can help participants relax, clear the mind and develop awareness.

## Proposal of exercises that can be presented to the participants during the training:

- Anchoring positive states
- Values elicitation
- Reframing for stress
- Stress coping strategies
- Perceptual positions to understand various perspectives in conflicts and communication.
- Practicing effective listening and empathy-building techniques for better understanding
- Role-playing exercises to simulate real-life communication scenarios and apply new skills
- Parts integration to achieve inner alignment and harmony, facilitating conflict resolution.
- Conflict resolution role-plays
- Reframing Negative Communication Patterns
- Active Listening Practice
- Providing constructive feedback for communication improvement.
- Visualization for Effective Communication;
- Role-Playing Scenarios
- Pattern Interrupt show to recognize and interrupt autopilot patterns using pattern interrupts.
- Swish Pattern for replacing negative thought patterns with positive ones.
- Reframing for negative thoughts and beliefs
- Mindful goal setting - GROW model aligned with their values and mindfulness practice
- "Six Hats" method approach to enhance communication, problem-solving, and decision-making.

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### **Cerification:**

- Mandatory attendance at all modules (there is a possibility of compensating only one of the modules, due to a justified absence, in agreement with the trainer and other participants)
- A participant must finalise and present learned at the end of the training

