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HOW COACHING CAN PREVENT & SUPPORT BURNOUT RECOVERY

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Mental health issues have been stigmatized in the past, causing people to avoid seeking professional help. This should not be the case and, professional counseling and coaches may be the appropriate course of action.

Many larger international organizations provide mental health support and coaching as part of their medical/professional benefits. However, many organizations and NGOs are not able to offer counseling and coaching services as part their employee benefit package.

For many aid workers and especially those working in a hardship duty station, chronic stress and burnout are unfortunately considered the norms of the job. They work in an environment where they are constantly exposed to, either directly or indirectly, traumatic and distressing situations; they may be working with victims of violence and conflict, they may be deployed to dangerous and hostile locations and be exposed to situations where their safety is at risk, and they often work long and unsociable hours. They have limited personal space and opportunity to indulge in pleasurable and restful activities and are constantly functioning in "urgent mode".



In crisis and emergency settings, staff are expected to perform under pressure from various sources with often very limited support to their physical and mental health.

For aid workers, burning out is a sign of weakness and inability to operate under stressful situations and should be handled independently.

Often many organizations provide minimal support for staff to cope with stress and burnout. There are very few professionals who are trained in stress management, counseling, and coaching.

Coaching & Burnout

Coaching can be a tool to support aid workers to recover from burnout in the following ways:

- Empowering the strength and fiercely taking care of themselves and others.
- Connecting with the purpose of life.
- Building up muscles of mental fitness responding to life challenges with a positive rather than a negative mindset.
- Building self-awareness, self-authority, healthy relationships, and peak performances.

Coaching can help workers transform their perspective's situations, feel more supported of his/her work and life, and take key steps and sustainable habits towards



Symptoms of Burnout



As an aid worker who has experienced the effects of PTSD and burnout, I can attest to most of the symptoms listed above.

Even so, I had to force myself into recovery. In my personal case, I needed to work first with an EMDR specialist. Subsequently, I worked with a Coach who helped e process, explored my fundamental beliefs and thinking around work and life commitments.

My Own recovery formed the inspiration for me to train as a coach to support others in their burnout prevention and recovery.