**About the book:**

**Title:** *Burnout Recovery: A Neurodivergent-Friendly Guide to Healing Burnout Through Nature’s Wisdom*

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**Summary:**

This book uses an extended metaphor of the wildfire cycle in the natural world to help provide a psychological road map for recovery and long-term healing from burnout.

Just as increased occurrences and severity of wildfires are a symptom of climate change, the increased prevalence of burnout is a symptom of the modern workplace. There are both systemic and personal actions that can be taken to help improve outcomes of both wildfires and burnout. More importantly, both burnout and wildfires can be seen in terms of cycles and seasons, with clear steps to take at each point along the progression of recovery.

*Burnout Recovery* is for the people who have tried other burnout books and who haven’t seen lasting results. The metaphor, activities, and journal prompts are intended to go deeper, and explore more of the elements of burnout than most cover. The cycle described by the author extends beyond the ability to work again, and goes into a life-long “fire proof” set of practices.

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FOREWORD BY LINDA BUZZELL

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**Pull quotes:**

“In most ecosystems, wildfire is a way that forests regulate themselves. A lightning strike can create a fire that clears underbrush and renews the forest floor. Small, regularly occurring fires can prevent larger wildfires in later seasons. In our burnout metaphor, “healthy” fire might look like brief periods of dissatisfaction, exhaustion, and stress which are alleviated by a vacation or the completion of a project. It can signal a needed course-correction, prompting you to ask for different tasks at work or take up a new hobby. Unfortunately, like this form of wildfire, this form of stress is becoming increasingly rare.” –(*Burnout Recovery* page 17-18)

“The language of burnout is already the language of fire and flame. The metaphors and figures of speech we use in our daily lives may also reflect this. “I just want to burn it all down,” “just watch the world burn,” “burn the candle at both ends,” and “don’t burn your bridges” are a few phrases that leap to mind when we’re consumed by the fires of burnout.”

*(Burnout Recovery* page 20)

The predominant emotion of the Fire stage of burnout is anger. Anger is an emotional signal that something in your current circumstance needs to change. Anger is a sign that a boundary of the self and soul has been violated, and it demands correction. But when paired with a feeling of helplessness, this anger is often not expressed, acknowledged, or processed. Rather than exploding outwards, this type of anger is more implosive. It can then turn into sarcasm, resentment, avoidance, cynicism, and disconnection from the people you work with or for. Feelings of unfairness, being passed over, or injustice are subtle forms of anger. It’s important to get in touch with your anger, because it is the fuel that keeps the fire of burnout going. Stress may be a hot, dry wind that spreads the flames, but it is anger that speeds their destruction.”

*(Burnout recovery* page 33)

“With neurodivergent burnout, using the metaphor of wildfire is a little misleading, because a wildfire becomes a conflagration very quickly, and everything burns all at once. Neurodivergent burnout is more of a slow, smoldering burn under the surface. They are more like “sleeper” fires: They can absolutely ignite and become a full-on wildfire, but because they can lie in wait for a long time, they often take us by surprise. Likewise, neurodivergent burnout can be totally surprising to the people around us. Meltdowns and shutdowns are early warning signs—they are the smoke that we smell even before we can see the flames. Because neurodivergent burnout causes significant and often permanent damage to the person suffering it, it’s important to prevent it as much as possible.”

(*Burnout Recovery* page 98)

“Neurodivergent burnout is a profound and permanent state of destruction that reaches far beyond workplace burnout and career dissatisfaction. One of the primary symptoms of neurodivergent burnout is the inability to go back to old coping mechanisms. In many cases, it feels as if the way the brain functions has permanently changed. Sensitivities may be heightened, and stress responses, meltdowns, and shutdowns may occur more frequently. It may no longer be possible to participate in social events in the way that you used to.”

(*Burnout Recovery* page 109)

“… burnout at work does not exist in a vacuum. None of us live lives that are free from day-to-day stress and the upkeep of our homes, bodies, and families. Even in the most stable and idyllic situations imaginable, there are still stressors outside of the workplace. Additionally, sources of stress are not limited to the home and office, to our personal spheres of influence and control. Sometimes there are major stressors created by the social, political, and environmental circumstances in which we live, and these also contribute to burnout.”

(*Burnout Recovery* page 121)

“Just as each spring comes with the threat of new fires, it’s always possible that you will catch yourself burning out again in the future. Remember, landscapes that have been burned are among the most at risk of future fires. Likewise, if your personality, work ethic, and career already make you prone to burnout, you are almost always at risk of burning out again. The key here is to catch it early, before it spreads. Notice your anger and let yourself feel and process it when boundaries are violated. Assert those boundaries and enforce them to contain the fire early. Take steps to ramp up your stress-mitigating self-care during times when burnout threatens. The wildfire metaphor remains available for you to revisit and determine, again, where you are in the cycle.”

(*Burnout Recovery*, page 167)

**Purchase links:**

All available formats and vendors are listed here:

<https://www.penguinrandomhouse.com/books/804557/burnout-recovery-by-alicia-k-anderson-phd/>