

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

# Workplace Stress & Burnout – A Mental Wellness Guide

Evidence-based programme for organisational wellbeing

Presented by Dr. Priya Dubey Sharma

Manas – Center for Mental Wellness & Counselling

UDYAM-MP-10-0120839



मनस् – Center for Mental Wellness & Counselling

## Programme Overview

This programme addresses the significant costs of unchecked workplace stress and burnout, impacting productivity, employee retention, and overall organizational health. We equip your teams with practical, evidence-based strategies to foster a resilient and thriving work environment.

### Learning Objectives

- ✓ Understand the multifaceted nature of burnout, recognizing it not as a personal failing but as a response to sustained workplace pressures, enabling a more compassionate and effective approach to well-being.
- ✓ Develop the ability to identify early indicators of stress and burnout in oneself and colleagues, facilitating timely interventions and supportive conversations.
- ✓ Acquire a toolkit of practical, evidence-based strategies for managing stress and enhancing personal resilience, empowering individuals to navigate workplace challenges more effectively.
- ✓ Learn about the crucial role managers play in fostering a supportive environment that mitigates burnout, including communication techniques and workload management practices.
- ✓ Explore the principles of building a sustainably high-performance culture that prioritizes employee well-being alongside organizational goals, leading to long-term success and engagement.
- ✓ Gain insights into creating a workplace where open communication about mental well-being is normalized, reducing stigma and encouraging help-seeking behaviors.

#### WHO SHOULD ATTEND

This essential programme is designed for all employees and managers seeking to enhance their understanding of workplace stress and burnout, and to implement effective prevention strategies within their teams and the broader organization.

## Programme Content

### 1. Understanding Burnout: Beyond Exhaustion

Burnout is more than just feeling tired; it's a state of emotional, physical, and mental exhaustion caused by prolonged stress. It fundamentally alters how your brain functions, impacting cognitive abilities and emotional regulation. Recognizing burnout as a neurological and physiological response, rather than a sign of personal weakness, is the first step towards effective management and prevention.

 **Activity: Group discussion: Sharing common workplace stressors and initial reactions.**

### 2. Recognizing the Signs: Self and Team Awareness

Early detection is key to preventing burnout from escalating. This section focuses on identifying subtle signs in yourself, such as increased cynicism, reduced efficacy, and persistent fatigue, and observing similar patterns in your team members. We will explore behavioral cues and communication shifts that may indicate someone is struggling, empowering you to offer timely support.

 **Activity: Case study analysis: Identifying burnout indicators in realistic workplace scenarios.**

### 3. Your Resilience Toolkit: Individual Coping Strategies

This module provides a practical, evidence-based toolkit for individuals to build and maintain their resilience. We will cover techniques such as mindfulness, effective time management, setting healthy boundaries, and leveraging social support systems. Learning these strategies equips you to proactively manage stress and bounce back from challenges more effectively.

 **Activity: Interactive exercise: Practicing a short mindfulness or breathing technique.**

#### 4. The Manager's Impact: Fostering a Supportive Environment

Managers play a pivotal role in preventing burnout within their teams. This section focuses on actionable strategies for leaders, including fostering open communication, promoting work-life balance, ensuring manageable workloads, and recognizing employee contributions. We will discuss how empathetic leadership can create a psychologically safe environment where employees feel valued and supported.

 **Activity: Role-playing: Practicing supportive conversations with team members.**

#### 5. Cultivating Sustainable High Performance

Building a culture of sustainable high performance means integrating well-being into the fabric of the organization. This involves aligning individual growth with organizational success, promoting a growth mindset, and ensuring that performance expectations are realistic and achievable. We will explore how a focus on employee well-being can paradoxically enhance productivity and innovation.

 **Activity: Brainstorming session: Ideas for promoting well-being initiatives within teams.**

#### 6. Creating a Culture of Openness and Support

This final section emphasizes the importance of normalizing conversations around mental well-being in the workplace. We will discuss strategies for reducing stigma, encouraging help-seeking behaviors, and ensuring that resources are accessible and well-communicated. A culture where employees feel safe to discuss their challenges is fundamental to preventing widespread burnout.

 **Activity: Group discussion: Developing talking points for initiating conversations about well-being.**

## Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Communicate programme outcomes and key takeaways to all employees.	HR	Week 1	Share a summary document via internal communication channels.
Integrate well-being check-ins into regular one-on-one meetings.	Manager	Month 1	Train managers on how to conduct sensitive and supportive check-ins.
Encourage employees to utilize the resilience toolkit provided.	Individual	Ongoing	Provide access to digital resources and practice sessions.
Review workload distribution and project timelines to ensure realism.	HR/Manager	Month 1	Implement a structured process for workload assessment and adjustment.
Establish clear communication channels for reporting stress or workload concerns.	HR	Month 2	Designate specific points of contact and confidential reporting mechanisms.
Organize follow-up workshops or resource sharing sessions.	HR	Quarter 1	Plan thematic sessions based on employee feedback and identified needs.

## About Manas



### Dr. Priya Dubey Sharma

Founder & Consulting Psychologist | Applied, Organizational & Behavioural Psychologist | PhD | 18+ Years

Dr. Priya Dubey Sharma brings 18+ years of applied psychology to corporate wellness. She has worked with SBI, educational institutions, and corporate teams across India. Her evidence-based approach combines CBT, mindfulness, and culturally contextualised psychology for measurable outcomes. She is the creator of the Performance FOMO Index™ and the High-Functioning Distress Framework™.

### Manas – Center for Mental Wellness & Counselling

A MSME-registered organisation dedicated to evidence-based mental wellness.

UDYAM-MP-10-0120839

Ready to Partner With Us?



Website

[manas365.com](https://manas365.com)



Corporate Enquiries

[manu@manas365.com](mailto:manu@manas365.com)



WhatsApp

[+91 99818 13224](https://wa.me/919981813224)



Book a Meeting

[manas365.com/book-session](https://manas365.com/book-session)

**Disclaimer:** This document has been prepared by Dr. Priya Dubey Sharma – Founder & Consulting Psychologist (Applied, Organizational & Behavioural Psychologist, PhD, 18+ years), Manas – Center for Mental Wellness & Counselling (UDYAM-MP-10-0120839). Content is for programme overview and educational purposes only. Nothing herein constitutes legal advice regarding POSH Act compliance – organisations should consult qualified legal counsel for specific legal guidance. For clinical or psychological support, please reach out to the Manas Team for personalised guidance, or consult a qualified Psychiatrist or licensed mental health professional. © 2026 Manas – Center for Mental Wellness & Counselling. All rights reserved. Confidential – prepared specifically for the named organisation. For queries: [manu@manas365.com](mailto:manu@manas365.com) | +91 99818 13224