

# ROOTED & RISING

Navigating Burnout, Growth, and Change  
in a  
New World of Work



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# Rooted and Rising

## A New Way to Work, Grow, and Feel Safe in Shifting Times

This guide is for the working heart—  
the one that’s weary from giving,  
longing for growth,  
and quietly wondering if it’s possible to thrive  
without burning out.

Inside, you’ll find a new way forward.

One that invites you to:

- Reclaim your energy and define your own version of “enough”
- Take meaningful action without abandoning yourself
- Grow, adapt, and anchor in your worth—even as the world shifts around you



*A note for you,*

*You don't need to work harder to prove your value.  
You don't need to wait for permission to feel seen.  
You get to rise—softly, steadily, and fully rooted in who you are.*

*I know this, not just in theory, but from experience.  
Before I entered the world of soul work and workplace wellness,  
I spent 35 years in education. In classrooms where I was teacher, parent,  
counselor, and advocate—often all before lunch.*

*The hours extended well beyond the school day—just like you.  
Evenings were spent preparing, weekends consumed with worry.  
And still, the gratitude was rare, the assumptions loud:  
“Teachers have it easy.”*

*But behind the scenes?  
We carried emotional labor, sleepless nights, and unseen effort—just like you.  
We held young lives with tenderness while forgetting to hold ourselves.  
And slowly, over time, the burnout crept in.*

*So yes—  
I know what it feels like to be committed and exhausted—just like you.  
To be growing but still unseen.  
To crave change but feel unsure of where you now belong.*

*And what I've discovered is this:  
These same stories are unfolding far beyond the classroom.  
In boardrooms, nonprofits, start-ups, and solopreneur spaces—  
the symptoms are the same:*

*Pressure. Fatigue. Disconnection.  
A longing for something more humane and sustainable.  
This guide is that something more.*

*A place to land.  
A path to realignment.  
A reminder that you are not behind—you are becoming.*

*Let's begin.  
Lucia River-Wilde*



### **Section 1: Burnout & Work-Life Imbalance**

Reframe: You are not lazy. You are living in a system that forgot you are human.

Strategy: “The Enough List” – a self-set boundary for defining when a day’s work is truly done.

Creative Tool: Create a “Work-Reset Ritual” – a simple 3-minute daily practice to signal the end of work and the beginning of rest (ideas: breath, scent, sound, intention).

### **Section 2: Lack of Growth or Recognition**

Reframe: You do not need a title to own your worth.

Strategy: “Visibility Map” – identify where your skills are currently unseen and how to begin sharing them (e.g., volunteering for a project, mentoring, documenting wins).

Creative Tool: “Brag Book” or “Power Jar” – a journal or jar where you collect weekly reminders of your strengths, compliments, and small wins.

### **Section 3: AI, Change & Job Insecurity**

Reframe: Change doesn’t erase your value—it invites your evolution.

Strategy: “Adaptation Audit” – assess your current strengths and what’s transferable or adaptable to future roles.

Creative Tool: “Future You Letter” – write a letter from your calm, capable future self (1 year ahead) to your present self, offering reassurance, perspective, and wisdom.



# Section 1: Burnout & Work- Life Imbalance

## Reclaiming Rhythm in a World That Forgot to Pause

**Reframe: You are not lazy. You are living in a system that forgot you are human.**

Burnout doesn't mean you're broken.

It means you've been functioning in a way that asks too much, too often, without enough care, space, or recovery.

The modern work culture often rewards overextension—but your body, mind, and heart are not machines.

They are sacred systems in need of rhythm, not round-the-clock productivity.

This isn't a personal failing.

It's a collective forgetting.

And now... you get to remember.

### Strategy: The Enough List

This is a self-set boundary that defines what's truly enough for a workday—so you can step away without guilt or grasping.

Try This:

Create your personal **Enough List** by answering:

- “What 1–2 tasks or intentions, if completed, would make today feel complete enough?”
- “What does done for now feel like in my body?”

Then write it somewhere visible:

“Today, it is enough that I \_\_\_\_\_.”

Repeat daily. Let “enough” be a sacred threshold, not a moving target.



# Section 1: Burnout & Work- Life Imbalance

## Reclaiming Rhythm in a World That Forgot to Pause

### **Creative Practice: The Work-Reset Ritual**

When we don't end work clearly, it follows us into our rest. Creating a short closing ritual—even 3 minutes long—can help your nervous system shift from doing to being.

Choose 2–3 of the following to create your own:

- Light a candle and blow it out as a signifier: “Work is done.”
- Shake out your body for 30 seconds.
- Take 3 long exhales.
- Say aloud: “I’ve done enough for today.”
- Wash your hands or make tea to mark the transition.
- Step outside and feel the ground beneath your feet.

Make it yours. Make it small.

Let it be a doorway from obligation to restoration.



## Section 2: Lack of Growth or Recognition

### Honoring Your Value—Even When It Isn't Reflected Back (Yet)

**Reframe: You do not need a title to own your worth.**

Sometimes it feels like your work vanishes into the ether.  
You show up, deliver, support, stretch—  
and still feel unseen, underutilized, or passed over.  
But here's a truth to anchor in:  
Your value doesn't vanish because others haven't named it.  
Recognition starts with self-recognition.  
And growth? It doesn't only happen on a ladder.  
Sometimes, it happens underground—roots expanding before the bloom.  
You are growing, even when no one claps.

#### Strategy: The Visibility Map

Instead of waiting to be noticed, create intentional visibility.  
This isn't self-promotion. It's self-honoring.

Try This:

Draw three circles labeled:

1. Skills I use daily
2. Skills I love but rarely use
3. Ways I want to grow

Now ask:

- Where can I offer one of my unused skills in my current role or network?
- What's one micro-action I can take this week to show up in a way that aligns with who I'm becoming?



## Section 2: Lack of Growth or Recognition

### Honoring Your Value—Even When It Isn't Reflected Back (Yet)

**Reframe: You do not need a title to own your worth.**

Strategy: The Visibility Map

Ideas:

- Share a recent win with a trusted colleague
- Offer to mentor or lead a team moment
- Update your LinkedIn with current projects
- Start a “Friday Reflection” email with 1 insight and 1 contribution

Let people see your light—but more importantly, let yourself see it first.

### **Creative Practice: The Brag Book or Power Jar**

You don't need to wait for performance reviews to celebrate who you are.

Create:

A Brag Book (a journal or digital file) or

A Power Jar (a small jar filled with folded notes)

Every week, add:

- One thing you're proud of
- A compliment you received
- A moment you advocated for yourself
- A challenge you moved through

This becomes a sacred archive of your growth—proof you are evolving, no matter how quiet the outside applause.



# Section 3: Job Insecurity in an AI-Shifting World

## Staying Rooted While Everything Changes

**Reframe: Change doesn't erase your value—it invites your evolution.**

The workplace is changing fast—faster than many of us can process.

AI, automation, layoffs, restructures...

It's natural to feel uncertain.

But fear thrives in the unknown.

Power thrives in perspective.

You are more than your job title.

Your true skill set lives in your adaptability, your emotional intelligence, your creativity, and your ability to respond—not react.

The world may shift.

But your capacity to grow stays with you.

### Strategy: The Adaptation Audit

Let's focus not on what's disappearing—but on what's transferable.

Try This:

Draw three columns:

1. Skills I currently use
2. Skills I've developed through life, not just work
3. Skills I'm curious to explore next

Now connect the dots:

- What patterns show up?
- What industries or roles might benefit from what you already know?
- What soft skills are recession-proof or AI-proof? (e.g., empathy, leadership, communication, intuition)

Your security doesn't come from a static job.

It comes from your capacity to learn and adapt.



# Section 3: Job Insecurity in an AI-Shifting World

## Staying Rooted While Everything Changes

### Creative Practice: A Letter from Your Future Self

Imagine it's 12 months from now.

You've grown, adapted, and found stability—even if the path looked different than expected.

Write a letter from that future version of you, back to your present self.

Begin with:

*“Dear Me, I know things feel uncertain right now. But here’s what I want you to remember...”*

Let that version of you be wise, grounded, and proud.

Let them speak with clarity and care.

Keep this letter somewhere you can return to when doubt creeps in.

You are not behind.

You are becoming



# Closing Reflections

## Keep Rising



You've taken the time to pause.

To reflect.

To listen to what's true and tender inside you.

That alone is powerful.

You are not here to fit into systems that forget your humanity.

You are here to reshape your work and your worth from the inside out.

Slowly. Softly. Steadily.

Let what you've discovered here become a rhythm, not a one-time reset.

Let "enough" be a boundary you protect with love.

Let your ambition bloom in ways that nourish, not deplete.

And above all—trust this:

*"You do not just wake up and become the butterfly.*

*Growth is a process."*

*— Rupi Kaur*

