



FROM BURNOUT TO BALANCE

# WORKBOOK

BY KIANA WEBB

# W E L C O M E

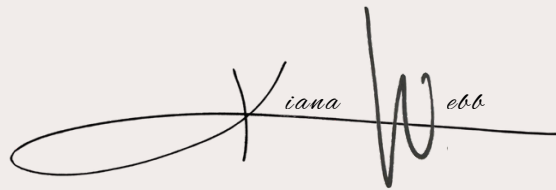
Welcome to this space. This workbook is not a performance review. There are no right or wrong answers, no KPIs to hit, and no scores to be given. Think of it as a quiet, confidential conversation with yourself.

Our only intention is to practice noticing.

> This is a step on your Path of Return to your most authentic self, the leader you are beneath the role you play.

We are moving away from the idea that we must "fix" or "solve" our burnout. Instead, we are planting a seed: What if this burnout is not a failure but a messenger? What if it's the most reliable, loving guide you have, simply trying to get your attention?

Let's walk this path gently. Let's be curious. Let's see what we find.

A handwritten signature in black ink that reads "Kiana Webb". The signature is stylized, with a large, sweeping loop for the letter 'K' and a smaller, more compact 'W'. The name is written in a cursive-like font.

## ABOUT ME

Kiana Webb is a transformational guide and visionary leader who helps people awaken to their true selves, reclaim their purpose, and rise with clarity, love, and intention.





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# THE INVITATION

## NOTICING THE BURNOUT

### *I Feel*



### **EMBODIED PRACTICE (AWARENESS: I SEE, I FEEL)**

*Pressure is not a problem; it's a motivator of movement. It's Life's way of knocking on a door, asking us to pay attention. Before we can understand the message, we must first simply notice the knock.*

**02** Close your eyes. Bring one of your pressures to mind. Where does it live in your body? You are not telling a story about why it's there; you are just describing the physical sensation.  
(e.g., "a tightness in my chest," "a buzzing in my head," "a tight jaw," "tension in my shoulders," "a hollow feeling in my stomach...")

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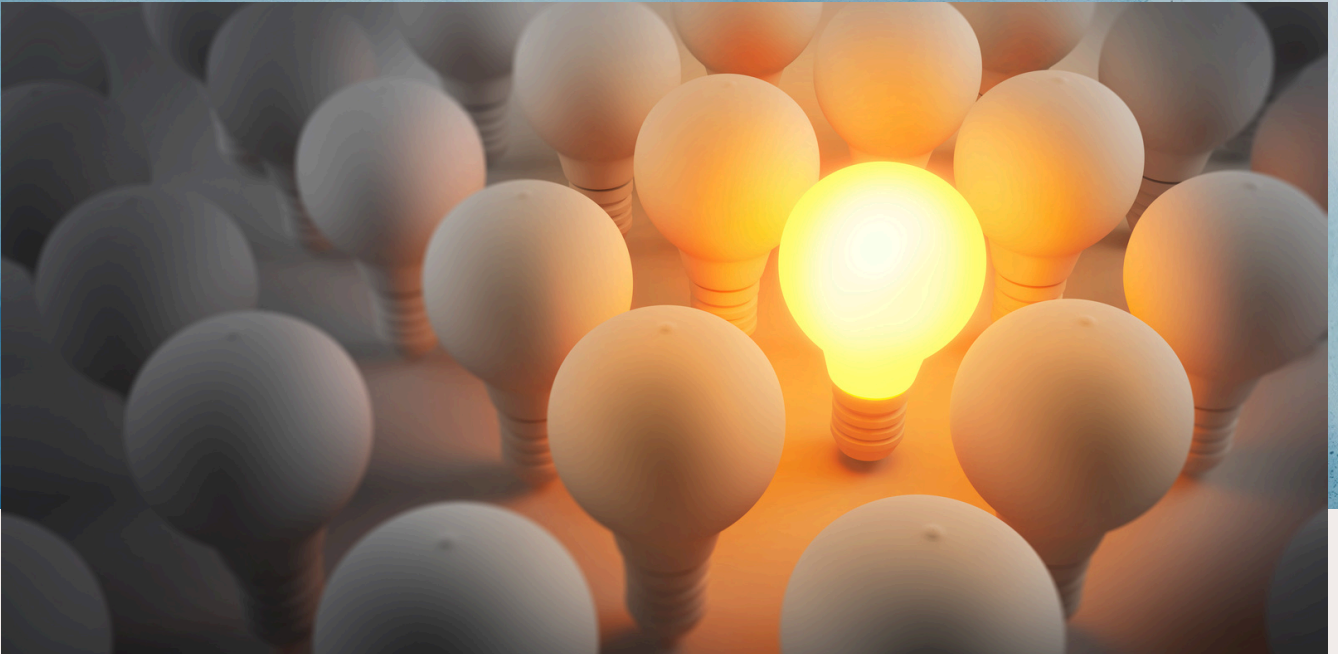
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# THE TWO KNOCKS

## NOTICING THE KNOCK



### THE TWO 'KNOCKS' (STRATEGY VS. HUSTLE)

*Life generally knocks in two main ways for leaders. There is the mental pressure (the "pressure to think") and the physical pressure (the "pressure to do"). Noticing which knock you're hearing is a powerful first step.*

**The Pressure to THINK:** "I must have the answer." This is the realm of strategy, problems, and anxiety. It can feel like a loud, busy mind obsessed with "what if."

**The Pressure to DO:** "I must get this done." This is the realm of adrenaline, deadlines, and the urge to move, start, or finish. It can feel like a frantic pulse to hustle.

# THE TWO KNOCKS

## EMBODIED PRACTICE

### *Naming the Pressure*

**01** **Reflect on the pressure to think.** When does your mind get "loud"?  
What strategic puzzle does it feel it must solve right now?

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**02** **Reflect on the pressure to do.** When do you feel a physical urge to hustle or rush? What does that "gotta get it done" adrenaline feel like for you?

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# THE TWO KNOCKS

## THE SOVEREIGN INVITATION

### *A Gentle Question to Carry*

THIS INVITATION IS AN ACT OF AUTHENTIC LEADERSHIP. IT'S YOUR CREATOR (YOUR TRUE ESSENCE) LOVINGLY GUIDING YOUR CREATED (YOUR LEADERSHIP ROLE AND ITS IMPULSES).

**01** **When you feel the pressure to think, pause and ask:**  
"Which problem is truly mine to solve right now—and which can the team hold with me?"

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**02** **When you feel the pressure to do, pause and ask:**  
"What tempo serves the mission today—and what can wait without cost to our well-being?"

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# THE FILTER

## IS THIS ENERGY MINE?



THIS IS A LIBERATING TRUTH FOR LEADERS: NOT ALL PRESSURE YOU FEEL BELONGS TO YOU. WE ALL FILTER THE ENERGY OF OUR TEAMS AND ORGANIZATIONS DIFFERENTLY.

*We all filter pressure differently.*

- **Some of us are like a Reservoir:** We have a consistent, reliable, internal source of pressure. We are designed to generate our own questions or our own steady pulse for action.
- **Some of us are like a Riverbed:** We are open and designed to take in the pressure from the world around us. We feel others' deadlines, questions, and anxieties—and we often amplify them, feeling them more loudly than they do.

*Neither is better; they are just different designs. The "Reservoir" leader learns to manage their pace. The "Riverbed" leader learns to clear what isn't theirs*

# THE FILTER

## EMBODIED PRACTICE

### *The Reservoir & The Riverbed*

**01** **The Reservoir Reflection:** Do you relate to this? Do you set the pace? Do you find you're often "on" and ready to go, and sometimes feel impatient when your team isn't? Do you feel you have to generate all the energy in the room?

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**02** **The Riverbed Reflection:** Do you relate to this? Do you feel drained after 1-on-1s? Does your mood sink or surge with the team's? Do you take on your team's stress as your own? Do you feel a profound sense of relief when you are alone?

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# THE FILTER

## SACRED PRACTICE

### *The Reservoir & The Riverbed*

#### **01** If you suspect you amplify others' pressure, your sacred practice is clearing.

This is how you return to Neutrality—your steady center that honors your truth without collapse or control—so you can lead from clarity, not chaos.

What is one simple way you can "empty the riverbed" when it feels full? (e.g., a 5-min walk between meetings, washing your hands in cold water, a "transition ritual" before going home, closing your door for 3 deep breaths...)

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#### **02** If you suspect you generate your own pressure, your sacred practice is discerning pace. Your energy is a gift, not a weapon; it is not meant to be spent all at once. What is one simple way you can distinguish your true, sacred pace from a pace of "hustle"?

(e.g., place a hand on your heart and ask, "Is this pace mine or is it a habit?" "What is the one thing that truly needs this energy today?" "What 5% can I delegate?"

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# THE SACRED PAUSE (THE LEADERSHIP POWER OF GRATITUDE)

*Gratitude is not just a soft skill—it is a leadership superpower. It is a frequency that alters the very chemistry of your culture. It turns what you have into enough, and what is ordinary into sacred. It shifts the focus from "what's missing" (the missed target) to "what's working" (the team's effort).*

*Every moment of gratitude is an act of alignment. It brings your mind, heart, and body into coherence. Your nervous system softens; your perspective widens. You stop reacting to what's missing and start responding to what's meaningful.*

*This is Love & Acceptance in practice; it's how love meets the moment and models the way.*

*Gratitude transforms team culture. It invites humility into the room—an awareness that every person, even those who challenge you, offers something to the evolution of the whole. When you practice gratitude toward yourself, you stop demanding perfection and start modeling progress.*

*You remember that your worth was never earned by your title; it was always inherent.*

*Remember this: Gratitude is not the result of a good quarter—it is the cause of one.*



# THE FILTER

## EMBODIED PRACTICE

### *Anchoring in Gratitude*

**This practice takes 60 seconds.**

Find a comfortable seat. Close your eyes. Take one deep breath, exhaling slower than you inhaled.

Bring to mind one simple thing you are grateful for right now. Something simple and real. (e.g., the feeling of the chair supporting you, the taste of your morning coffee, a team member's honest feedback, the light in the room, a project completed...)

Now, feel it. Where does this gratitude land in your body? Is it a warmth in your chest? A softening in your shoulders? A lightness in your head?

Stay with that sensation for three full breaths. You don't need to hold on; just notice it. This is the frequency. This is enough.

# 01

#### **Reflection:**

What did you notice in that simple pause?

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# FINDING THE SOURCE

## THE KNOCK ON THE REAL DOOR



### EMBODIED PRACTICE

*The burnout is the symptom, not the source. It's just the messenger.  
Think of this pressure as an Emotion as an Invitation, a sacred messenger pointing to your  
true needs as a leader.  
It's pointing to a deeper room—a room that holds a desire, a need, or a want that wishes to  
be acknowledged.*

*We often stop at the issue (the deadline, the underperforming metric). This practice invites  
us to look beyond the material to the true source.*

# 01

#### **Think back to a pressure you named in Module 1.**

Gently, ask that pressure: "What do you really want me to see?"

You are listening for the desire, need, or want beneath the pressure.  
If the pressure is "I must have all the answers," what is the desire beneath it?  
(e.g., A desire for clarity? For impact? For trust in my team? For creative  
expression?)

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# THE PATH TO AUTHENTICITY (LEADING FROM "I AM")

*Acceptance is not resignation. It is the most courageous, active, and embodied state of leadership. It is the moment you stop fighting the pressure or shaming yourself for the source.*

*This is a sovereign agreement with what is here now.*

*When you see the pressure (the knock) and feel the source (the desire/need), you can finally choose how to respond. This is how you move from a place of "I must..." (burnout) to a place of "I am..." (presence).*

## EMBODIED PRACTICE

*The next time you feel a familiar pressure, practice this simple, 4-step internal conversation:*

1. **See (The Pressure):** "Ah, I see you. You are the pressure to [figure it out / hurry up]."
2. **Feel (The Source):** "I feel what's beneath you. This is my [desire for safety / need to be valued]."
3. **Acknowledge (Acceptance):** "I see you. I feel you. You are allowed to be here."
4. **Choose (The "I Am"):** From this place of acceptance, ask your body (not your mind): "What is the one authentic thing to do right now?"

# 01

### Reflection:

How does this 4-step process feel different from simply reacting to the pressure?

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# DEEPER WATERS

## NAMING & SOFTENING OUR LEADERSHIP WOUNDS



*This module is here for you only when you feel ready. It is entirely optional. These are not flaws; they are universal human experiences. Naming them can be an act of profound self-compassion, but only when the time feels right.*

Sometimes, the "source" of our burnout isn't just a simple desire, but a deeper, core wound. The pressure we feel (to hustle, to perfect, to please) is often a beautiful, intelligent strategy our leader-self created to protect that wound. We are not trying to "get rid" of these; we are just learning to see them, and ourselves, with more love.

*You Are Not the Pattern—You Are the Presence. The pattern is the strategy; the Presence is the you that is here, noticing.*

# DEEPER WATERS

## NAMING & SOFTENING OUR WOUNDS



### THE PRACTICE: LISTEN AND CHOOSE ONE

Your job is not to analyze. Your job is to simply read the list below, listen, and feel.

*Notice if one of them seems to "light up" for you, or makes the most sense for you, today. It might be different tomorrow. We are just listening for what is most present now.*

- **Shame:** The sting of "I am wrong."
- **Guilt:** The burden of "I did wrong."
- **Rejection:** The fear of "I am not chosen."
- **Separation:** The ache of "I am alone."
- **Denial:** The refusal to see what's true.
- **Repression:** The inability to name what you feel.

*For each wound, there is a gentle invitation—a path from the pressure back to presence.*

# DEEPER WATERS

## NAMING & SOFTENING OUR WOUNDS



### THE PAUSE & THE CHOICE

*Take a breath. Which of those, if any, feels most resonant for you in this chapter of your life?*

*Now, I invite you to turn only to that one section below. We will not be doing all of them. You are only going to work with the one that called to you. After you have completed your one reflection, be extra gentle with yourself. The simple act of naming and meeting it with an invitation is the entire practice.*

# DEEP WATERS

GENTLE REFLECTIONS & SOVEREIGN INVITATIONS

## *Shame (The sting of "I am wrong")*

**01** **The Reflection:** Do you feel pressure to be "productive" or "perfect" just to feel worthy of your role? (Imposter Syndrome). Where does this pressure to prove your competence come from?

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**02** **The Invitation: From Shame to Humour**  
Warm, kind laughter melts the freeze and restores humanity. Where can you meet your "imperfection" with a little less seriousness and a little more warm humanity today?

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# DEEP WATERS

GENTLE REFLECTIONS & SOVEREIGN INVITATIONS

## *Guilt (The burden of "I did wrong")*

**01** **The Reflection:** Do you feel pressure to over-promise or "make it right" for your team, even when it's outside your control? Where does this pressure to fix everyone's problems come from?

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**02** **The Invitation: From Guilt to Forgiveness**  
Forgiveness is the act of unburdening. What old "I should have..." story (about a past decision or outcome) can you agree to stop carrying, just for this moment?

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# DEEP WATERS

GENTLE REFLECTIONS & SOVEREIGN INVITATIONS

## *Rejection (The fear of "I am not chosen")*

**01** **The Reflection:** Do you feel pressure to "figure people out" or manage their perceptions (people-pleasing)? Where does this pressure to be liked come from, rather than to be clear?

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**02** **The Invitation: From Rejection to Gentleness**  
The hurt of rejection often makes us build walls. How can you offer yourself one simple act of gentleness (a kind inner word, a slow cup of tea) when you feel that old sting?

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# DEEP WATERS

GENTLE REFLECTIONS & SOVEREIGN INVITATIONS

## *Separation (The ache of "I am alone")*

**01** **The Reflection:** Do you feel pressure to control outcomes or micromanage? (The ache of "It's all on me"). Where does this pressure to grip so tightly come from?

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**02** **The Invitation: From Separation to Care**  
Simple, consistent care (for self and others) mends the seeming divide. What is one small, simple way you can care for your body, your space, or your heart right now? (e.g., Ask for help on one small thing).

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# DEEP WATERS

GENTLE REFLECTIONS & SOVEREIGN INVITATIONS

## *Denial (The refusal to see)*

**01** **The Reflection:** Do you feel a pressure to "keep it positive" (toxic positivity) or avoid looking at a hard truth (a failing project, a team member who isn't a fit)?

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**02** **The Invitation: From Denial to Ease**  
Softening the grip invites reality in without overwhelm. How can you invite in 1% more reality, 1% more ease? What would it feel like to just soften your shoulders?

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# DEEP WATERS

GENTLE REFLECTIONS & SOVEREIGN INVITATIONS

## *Repression (The inability to feel)*

**01** **The Reflection:** Do you find it hard to name what you truly feel, believing 'leaders can't be vulnerable'? Is it easier to live in your head (strategy) than in your heart (culture)?

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**02** **The Invitation: From Repression to Honesty**  
Naming what's true (gently, clearly) lets the heart breathe again. What is one small, true thing you can admit to yourself right now? (e.g., "I am tired," "I am confused," "I am sad.")

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# CONCLUSION: THE JOURNEY OF EMBODIMENT

*This is not a one-time event. It is a practice. You have planted many seeds. Be gentle. Be kind. Every time you pause to notice, every time you choose gratitude, every time you meet your pressure with curiosity instead of fear, you are walking the path.*

*You are remembering your way home. This is the Path of Return.*

## YOUR PATH FORWARD: A 1-MINUTE PRACTICE

This entire workbook is a path to one simple, repeatable act of presence. This is your tool to carry forward. When pressure knocks, remember to pause and:

This is our Heart Check technique: a micro-ritual of alignment to use before a big meeting, during a stressful conversation, or at the end of your day.

>

When pressure knocks, remember to pause and:

- **See it:** "I see this pressure/burnout."
- **Feel it:** "I feel the need beneath it." (e.g., for support, for rest, for clarity)
- **Acknowledge it (Accept):** "You are allowed to be here."
- **Choose (Love):** "What is the one, authentic, gentle next step?"

# GLORIOUS ARISING

## CORE GLOSSARY

### **Love & Acceptance**

Love is the soul's native state; acceptance is how love meets the moment. Together, they restore coherence.

### **The Three Freedoms**

No Judgment. No Conditions. No Expectations. A practice that creates safe inner space for honest growth.

### **Path of Return**

Every journey leads back to Source—the inner home of truth, peace, and wholeness. We remember, not become.

### **Wholeness — “I See the Whole, Not Just the Wound.”**

We include strength and struggle, history and possibility. Integration replaces fragmentation. Neutrality

### **Presence without push or pull.**

A steady center that honors truth without collapse or control.

### **Creation**

Arises from within—as natural expression—not to earn worth or prove value. We create from wholeness, not hunger.

### **Heart Check (Special Technique)**

A brief pause at natural transitions: breathe, notice (see), name (feel), and choose (love). A micro-ritual of alignment.

### **Past**

The archive of experience—memories, patterns, and lessons already lived. It is data, not destiny. We honor it, mine its wisdom, and release identification with its stories.

Practice: I See what happened, I Feel what remains, I Accept the lesson and let the pattern update.

### **Present**

The living meeting point of choice. Power lives here—in breath, body, and truthful awareness. The present is where alignment becomes action.

Practice : Pause. Breathe. Ask: “What is the most loving next step from here?”

### **Future**

A field of potentials shaped by today's presence. Vision belongs to the future; creation begins now. We relate to the future as a promise we steward, not a place we escape to.

Practice: Name the intent, take the next aligned step, let outcomes unfold.

### **Now**

Timeless awareness—the spacious center that holds past, present, and future without grasping. In the Now, you are Presence, not the pattern; love is the default, clarity the byproduct.

Practice: Heart Check: “Here I am.” Feel the body, soften the jaw, choose from stillness.

# GLORIOUS ARISING

## CORE GLOSSARY

### **I See, I Feel, I Love**

A three-step practice: witness, allow, and respond with love. It transforms reactivity into wise action. -I See: A conscious witness stance: noticing what is present (thoughts, sensations, patterns) without judgment. Seeing reveals the whole, not just the wound. I Feel- Allowing the body's truth to move—safely and honestly—so emotion becomes information, not identity. Feeling is how presence touches reality. I Accept-Sovereign agreement with what is here now—without resisting or attaching—so energy can change. Acceptance is love in motion.

### **Creator / Created**

Your essence (Creator) expressing through your life (Created). You are the source of your expression; your roles, stories, and results are the creations—not your identity.

### **Emotions as Invitations**

Emotions are sacred messengers that point to our needs, limits, and truths. We meet them with curiosity and care, then choose our aligned response.

### **Cosmic Perspective**

Zooming out to remember interconnection. From this altitude, innocence, compassion, and presence become natural responses.

### **Being Before Doing**

Presence is the source; actions flow from alignment, not performance. The Only Thing is the One Thing. Return to the truth of who you are—again and again. Let this singular remembrance simplify choices.

### **There is No Bypassing**

We move through what is present—with support—rather than skipping steps or spiritualizing avoidance.

### **You Are Not the Pattern—You Are the Presence**

Behaviors and stories are learned; Presence is your nature. From Presence, patterns can be met, updated, or released.

# NOTES

*These extra pages are here for you. Use them whenever you need more space to reflect, process or simply let your thoughts unfold*

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