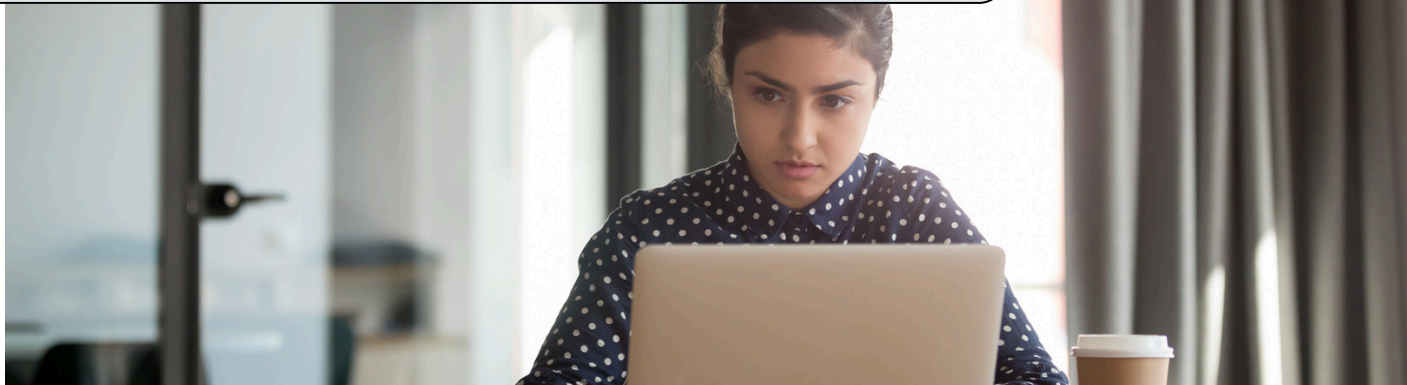




NEWSLETTER

BURNOUT RECOVERY PLAN: PRACTICAL STEPS TO GET BACK YOUR SPARK



Lead Insight

In Indian pharma sales, the long hours, constant field travel, and pressure to hit targets can quietly wear managers down. Often, leaders push through exhaustion without realizing they're burning out — until it affects their performance, decision-making, and personal life. The strongest managers aren't the ones who avoid stress; they're the ones who recognize burnout early and recover smartly. This issue shows how.

The Core Concept: What Resilient Managers Do Differently

1. Spot the Early Signs

Good managers notice irritability, decision fatigue, lack of motivation, and physical tiredness before it escalates.



2. Actively Manage Energy, Not Just Time

You can't always reduce workload — but you can control energy drains by blocking short recovery breaks, saying no to low-value meetings, and prioritizing mental rest.

3. Build a Personal Recharge Routine

Resilient managers schedule downtime for themselves: walks after rounds, phone-off hours, reading breaks, or reflection journaling.



Your Action Tools
This Week

Checklist: Spotting Early Burnout

- Feeling mentally drained by small tasks
- Snapping at reps or colleagues
- Skipping breaks or meals during field days
- Trouble sleeping after a hectic workweek
- Losing interest in coaching or field visits

➔ If 3 or more happen often – it’s a signal to reset.



Template: Personal
Reboot Plan
(Simple 3-Step
Routine)

Daily: 15 minutes no-phone quiet time (walk, chai break, or breathing reset)

Weekly: Block one no-field evening for family, reading, or friends

Monthly: Solo check-in: What’s draining me? What can I adjust next week?

➔ Keeps managers mentally sharp without major schedule changes.



Your Action Tools This Week

Worksheet: Burnout Recovery Log

Day	Stress Level (1-5)	Break Taken?	What Drained You Most?	How You Reset
Mon	4	Yes	Doctor argument	Walk + music
Tue	5	No	Stock issue	-

➔ Helps managers manage energy, not just time.

Field Insight: A
Real-Life Example

A Mumbai manager was clocking 14-hour days and losing focus. He introduced 15-minute chai walks post field calls, one phone-off evening a week, and Sunday planning time. Within a month, his stress levels dropped, and his team hit 110% of target. Recovery isn’t luxury — it’s strategy.



Reset

You can’t pour from an empty cup. This issue gives you practical tools to recharge your energy and refocus your leadership.
*Recover smart.
Lead better.*

Final Takeaways

- You can’t lead well if you’re running on empty.
- Track your stress, schedule small resets, and protect your energy.
- Burnout recovery isn’t optional — it’s your leadership fuel.

