



Welcome to Health Net's Monthly Wellness Webinar

Participants are muted upon entering the webinar to avoid background noise.
The presentation will begin promptly at 12:00 PM PST.

Call-in number for audio: 1-669-444-9171
Conference Code: 960 4376 2902



From Burnout to Balance, the 2026 Energy Reset

Presented by: Lora Maloof-Miller, MPH, CHES

Webinar host: Kristen Kaila, MPH

Las dispositivas están disponibles en español si las solicita.

Disclaimer

The information provided in this presentation is intended solely for the general information of the audience. It is not medical advice and shall not replace consultation with your physician or other qualified health provider. If you have any health-related questions or problems, please seek the advice of your physician or other qualified health provider.

Overview

- Burnout in the Workplace
- Energy Recharge/Burnout Prevention
- Manage Your Energy, Not Your Time
- Energy Management Plans
- Resources



Burnout in the Workplace

66% of American employees experienced some form of burnout in 2025.

By age:

- 18–24-year-olds = 81%
- 25–34-year-olds = 83%
- 55+ = 49%

Reasons:

24% - too much work, not time to do it.

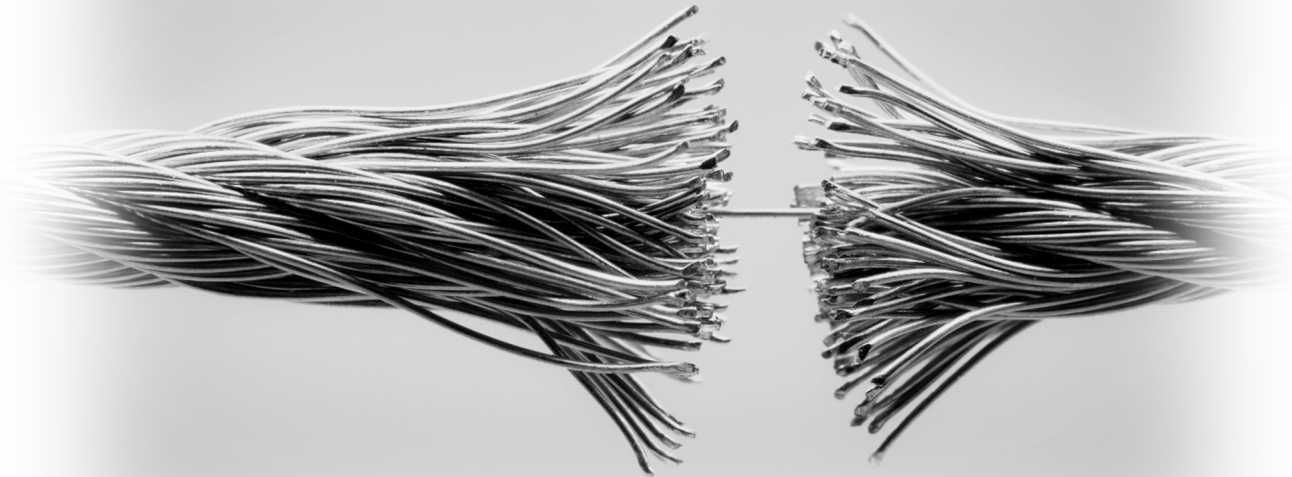
24% - no resources to do job properly.

19% - taking on extra work due to labor shortages.



Use the Chat -

On a scale of 1-10, how energized do you feel daily?



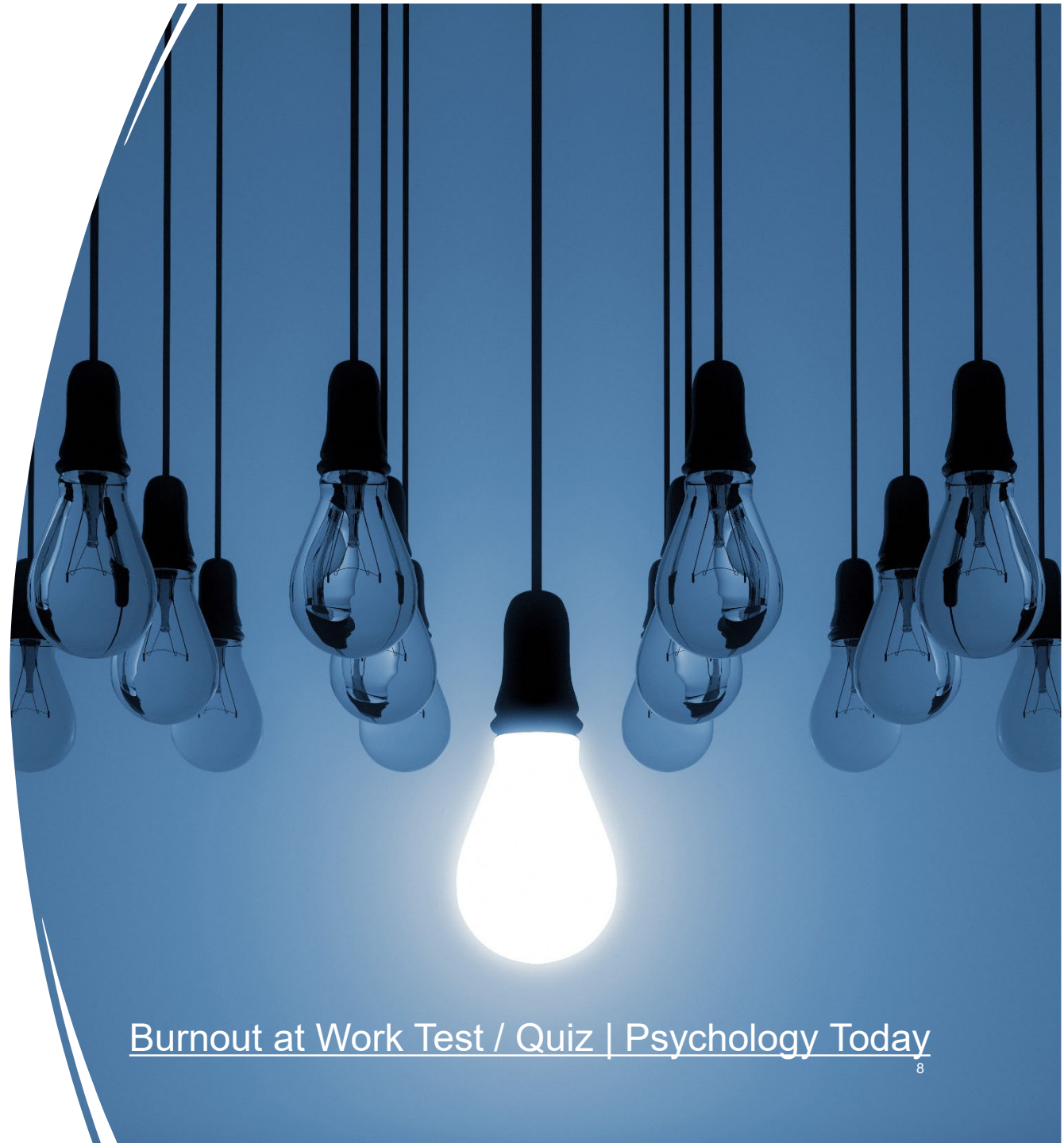
What burnout is and why energy management matters

- Burnout = work related stress
- Not a medical condition
- Negative impact on physical and mental well-being
- Possible causes are numerous and varied
- Who is most at risk?



The Burnout at Work Quiz

- ✓ I dread going to work each day.
- ✓ Starting a new project often feels pointless.
- ✓ Even when work is tough, I'm able to stay upbeat.
- ✓ It's hard to be there for my loved ones because I'm so drained by work.
- ✓ I often feel like a robot, doing my job without thought.



Potential Results of Burnout

Feeling exhausted or drained despite sleep

Feeling like you can't cope

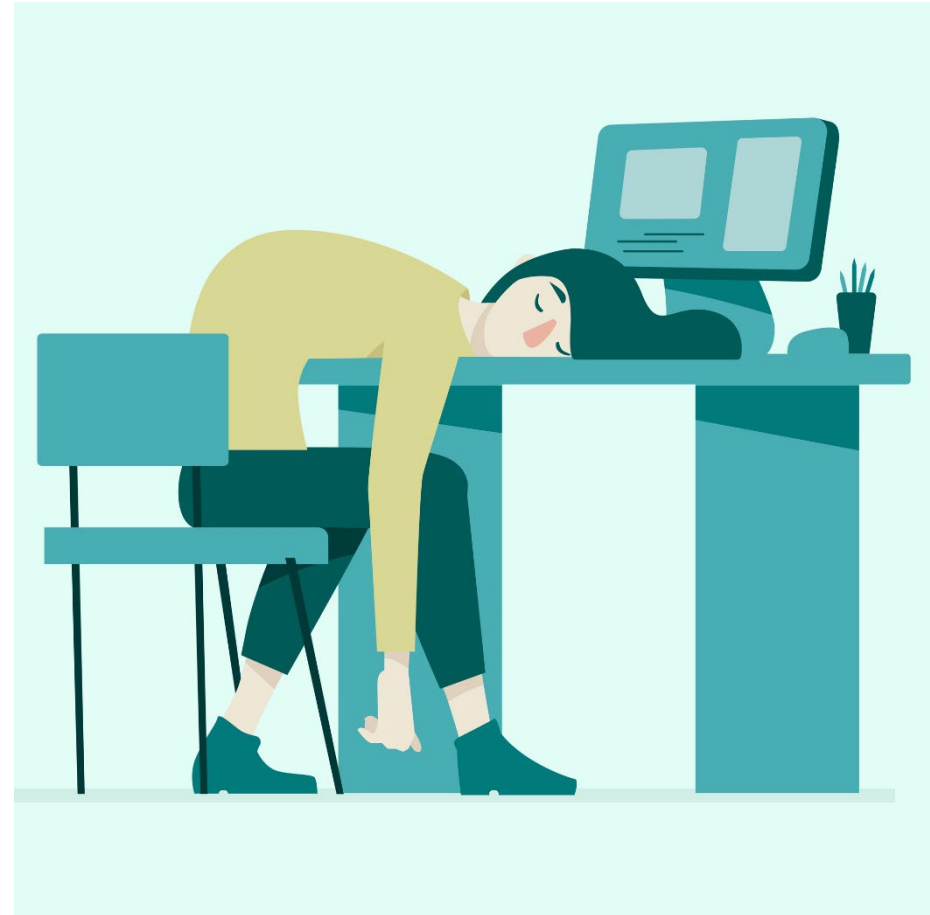
Sleep issues

Variety of feelings

Use of alcohol or other substances

Higher risk of chronic conditions

Lower immune system





Scenario

Maria is a respected project director at a large tech company who also cares for her aging parents. She works 11- to 13-hour days, constantly exhausted, and struggling to be present with her family. She isn't sleeping well, no longer exercises, and often skips meals or relies on quick snacks to get through the day. Despite her success, she feels overwhelmed and depleted.

Energy Management

Manage Your Energy, Not Your Time

Time and energy are valuable resources.

Energy powers your productivity.

Hours cannot be added to the day, don't waste what you have.

Recognize your unique energy rhythms and build them into your workday.



The Way We are Working Isn't Working

- Demands on our time increase.
- Time is finite.
- 4 sources of energy.
 - Physical – quantity of your energy.
 - Emotional – how you feel.
 - Mental – focus of your energy.
 - The Human Spirit – experience of what you do really matters.



Tony Schwartz is the founder and CEO of *The Energy Project*

Managing our Energy

- Physical- take breaks
- Emotional – pay attention to your feelings
- Mental – try monotasking
- Spiritual – make intentional decisions



"Your energy is your most valuable resource—protect it wisely"

Tony Schwartz

Energy Management Strategies

Energy Management Plan

“But the energy we are looking for can be gained through purpose, a positive mindset, meaningful relationships, healthy and sustainable choices, focus, and prioritizing.” Julia Schmidt

Julia Schmidt is the author of *The Executive Secretary Guide to Building a Successful Career Strategy* and is the Executive Vice Chair of IMA – International Management Assistants.



The 2026 Energy Reset Framework

- Shift from “busy” to “balanced”
- Setting boundaries: protect your time
- Support your energy: AM and PM habits
- Fuel your body
- Rest and recovery



Pause. Reset. Recharge.

This worksheet is inspired by the idea of pausing and resetting creating intentional moments to recharge and refocus.

Your 5-Minute Daily Reset
A calming page to ground your thoughts, breathe, and reset your energy.

— ◆ —

Morning Mindset Check: 

Today, I'm grateful for: _____

My top intention for the day: _____

Midday Mood Reset: 

How am I feeling right now (emotion, energy)?
☐ Calm ☐ Stressed ☐ Anxious ☐ Focused ☐ Tired
☐ Energized

I need to: _____
(Examples: Take 5 deep breaths, stretch, sip water, walk away from screen)

Nightly Reflection: 

One thing that went well today: _____

A small win I'm proud of: _____

— ◆ —

You're doing your best — and THAT is more than enough.

<https://www.etsy.com/shop/PausePourStudio>

Resources

Apps & Tools

Headspace (Meditation & Mindfulness)

<https://www.headspace.com/>

Calm (Sleep and Relaxation)

<https://www.calm.com/>

Forest (Focus & Productivity)

<https://www.forestapp.cc/>

MyFitnessPal (Nutrition & Energy Tracking)

<https://www.myfitnesspal.com/>



Don't forget about an Employee Assistance Program (EAP) if available for counseling and stress management.

Health & Wellness Resources

Health Net's online resources that include:

- Personal Health Profile
- RealAge Test (health assessment)
- Finding and comparing doctors
- » Wellness center programs and information:

- Weight management
- Nutrition
- Smoking Cessation
- Exercise
- Stress Management



Health Assessment – RealAge Test

The RealAge Test is certified by the National Committee for Quality Assurance (NCQA)

- Results provides a health score in key areas of wellness
- Recommends what users can do to improve their overall health and lower their health risk
- Receive personalized articles and content with each log-in to the wellness portal



Coaching

NCQA Accredited Health Coaching

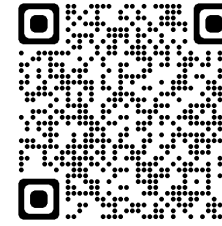
- 6-month telephonic coaching model with both inbound and outbound outreach depending on progress in changing behaviors and reducing risks
- Highly skilled, trained and empathetic coaches create personalized programs to take healthy steps towards behavior change
- English and Spanish language speaking coaches

8 Areas of Health: healthy weight, tobacco use, physical activity, healthy eating, stress, at-risk drinking, depression, and clinical preventive services



Craving to Quit® by Sharecare

Tobacco Cessation Program



[Kick It California – Home](#)

21-day support program that includes both telephonic and digital coaching to quit smoking and vaping.

- Access to online community
- Daily tracking
- Daily modules include multiple video lessons and mindful exercises. Optional modules after program completion
- Supports Nicotine Replacement Therapy (NRT)
- Expansion to support members who use forms of tobacco other than cigarettes and/or vapes (e.g., smokeless tobacco, pipe, etc.)
- Post-quit survey after 6-months although the program is ongoing after quit for post-quit support.



Eat Right Now® by Sharecare

Evidence-Based Healthy Eating Program

- Teaches how to identify eating triggers and ride out cravings
- Build positive healthier habits with food – without dieting
- Tools to overcome binge and emotional eating



Unwinding by Sharecare

Stress less and feel better

- Unwinding is an evidence-based, digital program based on mindfulness.
- Offers on-demand, in-the-moment tools to ease stress throughout the day.

Open to all employees

HN members can register or log-in at: <https://healthnet.sharecare.com>

Non-HN members can register or log-in at: <https://sharecare.com>



Healthy Discounts

Value-added discounts on lifestyle improvement products and services, including Weight Watchers, Active&Fit, and more.



Weight management

- Weight Watchers



Chiropractic/acupuncture services and more

- Choose Healthy
- American Specialty Health



Hearing aids and screenings

- Nations Hearing



Fitness club discounts

- Active&Fit

Online Health Challenges



Ongoing monthly challenges

Stress

Steps

Sleep

Nutrition

Non-HN members register or log on: sharecare.com

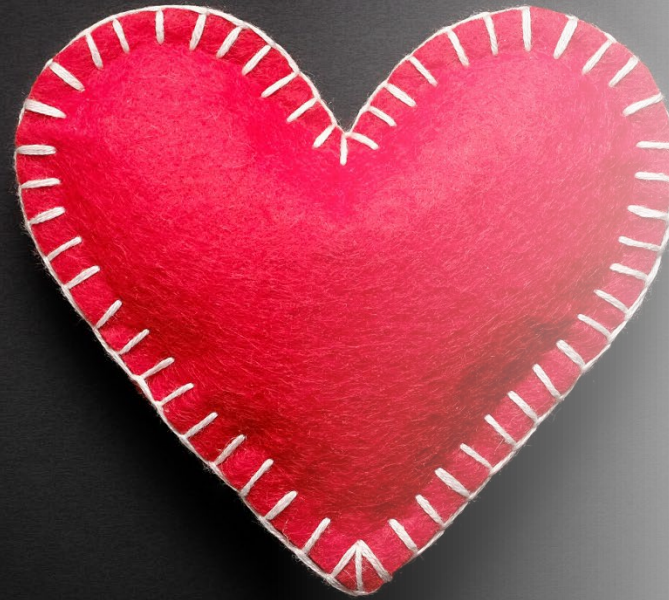
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February Health Challenge

Jump Start Your Heart





Upcoming Wellness Webinar

The Heart of Well-being

February 18, 2026

12pm-12:45pm pacific time

THANK YOU FOR YOUR TIME TODAY!
