



Refuel to Lead: The Self-Care Blueprint for HR Professionals

***GSHRC Conference
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Client HR leader

“I spent the whole day helping others process their stress, but I have not processed mine one minute”



That night she told a friend and they said:

*You should try yoga
You do too much
etc...*

How many of you have had a day like that?



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How many times have you heard?

Put the oxygen mask on first



HR Professionals are often the emotional shock absorbers of the entire organization

If we don't take care of the person holding everything together, **eventually that person burns out.**



That is what today is about

**Self-care is not a luxury—it is a
HR leadership responsibility.**



HR Professionals carry three invisible roles

Emotional Container
Organizational translator
Conflict absorber

If you absorb everything and process nothing, burnout becomes inevitable



Self-care for HR is protecting the capacity of your brain, your judgment, and your emotional energy so you can lead effectively.



The Myth of Surface Self-Care

Surface Self-Care- *Important but not enough*

Yoga

Massage

Vacation

Exercise

Strategic Self-Care- *Protecting the mental and emotional systems that allow you to lead*



HR Self-Care **Blueprint**

Mental Space
Emotional Processing
Boundaries
Brain Recovery



Mental Space

Protect the ability to think strategically

Reflection time

Brain clearing routines

Limiting cognitive overload

Strategic thinking space

HR leaders cannot think strategically if their brains are cluttered with everyone else's problems



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Emotional Processing

HR leaders hear and process emotional energy all day

**Anger, Frustration, Fear
Confidential information
Trauma stories**

They coach, are in peer groups, are mentors, and leaders

“If you absorb emotional energy and never process it, burnout is not a possibility- it’s a certainty”



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Who holds space for you?

**Coaching
Therapy
Peer HR groups
Professional Supervision
Leadership support systems**



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Boundaries

HR often becomes the organization's emotional dumping ground

Being supportive does not mean being endlessly available

Where do you struggle most?



Boundaries

Healthy boundaries protect leadership capacity

Examples:

Saying no when needed

Protecting thinking time

Not carrying problems home daily

“Support does not mean being endlessly available”



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Brain Recovery

Your brain needs recovery to lead well

Examples:

Breaks between heavy conversations

Walking thinking time

Transition moments between meetings

Real vacation recovery



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We need brain energy -without it:

Reactivity increases

Patience drops

Strategic thinking disappears

HR leaders make hundreds of micro-decisions daily

Without recovery, decision quality drops

Yoga is awesome and important

but if these four things are missing, those activities won't fix

HR burnout



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Tools for increasing brain energy

Learn what skills gives you energy vs. drains you (i.e.: KOLBE, energy audit)
Plan your day accordingly: thing that takes away energy most have at the time
of day you have most energy
Incorporate activities that give you energy throughout your day
Do things before and after work that give you energy
Mediation/breathing practices –the biological response is calming
Maslow's hierarchy of needs- DAILY
Reframe what is not longer serving you- “I don't have time” , “I'm too busy” “I
can't”
Set realistic goals
Set boundaries and communicate them



3 Self-Care Commitments

Take 5 min and write down

1. One boundary I will start protecting (leaving work on time)
2. One support system I will strengthen (Coaching, peer group)
3. One way I will clear mental space weekly(Walking thinking time, Journaling)



Your Energy Audit



Questions/Comments



Thank You



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