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Beyond Pushing Through: Avoiding Burnout

Presented By

Rosemarie Philip

November 18, 2026

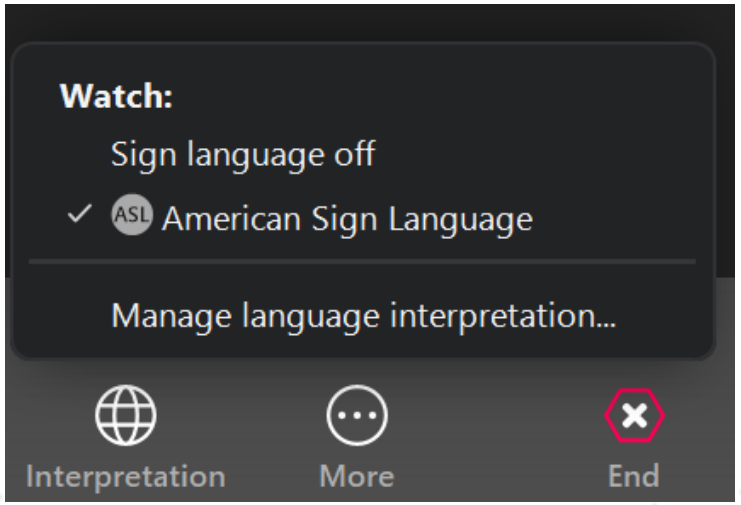
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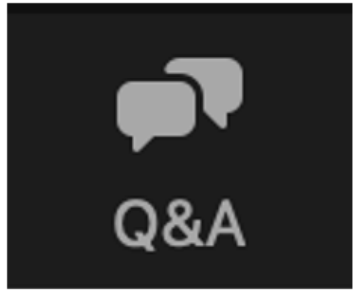
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- This webinar is being recorded. Video, slides and materials will be available on the Past Events page at DisabilitySmallBusiness.org within 1–2 weeks.

What Does the NDI Small Business Hub Do? (Slide 1 of 3)

Self-Employment Ventures: 21st Century Strategies for Entrepreneurs with Disabilities

5-year grant funded program that began October 1, 2024. We support the following:

- **State Vocational Rehabilitation agencies** updating policies on small business start-up and development
- **State Vocational Rehabilitation counselors** seeking training and confidence in supporting self-employment
- **Disability employment services providers** expanding their support of self-employment
- **Entrepreneurial Support Organizations** adopting more inclusive practices to support individuals with disabilities
- **Entrepreneurs with disabilities** at any stage of business development

What Does the NDI Small Business Hub Do? (Slide 2 of 3)

We are a national partner with Verizon Small Business Digital Ready (VSDBR). With VSDBR, you can:

Learn

- On-demand videos, tools, and courses on marketing, legal, financial, operations and trending topics (available in English, Spanish and with Chinese subtitles)

Build Community and Network

- Interactive sessions for goal-sharing and feedback
- Live expert workshops

Find Funding

- Access to $10,000 grant opportunities by completing 2 classes or live sessions

Register Now

What Does the NDI Small Business Hub Do? (Slide 3 of 3)

- Are you a business owner or aspiring entrepreneur with a disability looking to **start, build or grow** your business? Visit DisabilitySmallBusiness.org for events and resources.
- Stream informational and motivational video content for disability-owned small businesses at DisabilityOwned.com.
- Join the NDI Small Business Hub mailing list to hear about events, resources and more.
- Questions or concerns? Email info@disabilitysmallbusiness.org.

Upcoming Events

Finding and Applying for Grants
Presented by: Dalton Wieck, Small Business Majority
January 20, 2027, at 2:00 PM ET

There is still time to view the recordings from the Disability Owned Convening Register at DisabilityOwnedConvening.com.

Visit DisabilitySmallBusiness.org to register for events and view past events.

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a life well-loved®

Beyond Pushing Through

avoiding burnout

Rosemarie Philip, MSODL, PCC, TIPC

RosemariePhilip.com
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Make this space for YOU

Bring what supports you

Journal, markers, a fidget, water, warm tea.

Participate in your own way

Camera on or off.
Move, stim, listen.

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How often is it “just one more thing”?

One deadline.
One flare.
One more inaccessible system.

Sometimes pushing through isn’t optional.

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WHY THIS MATTERS

When pushing through becomes the expectation

78%

of 128 surveyed startup founders and CEOs felt entrepreneurs are expected to prioritize working more over their wellbeing.

Balderton, 2024 Founder Wellbeing Report.

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RECOGNIZING BURNOUT

Burnout is more than feeling tired

Exhaustion

Feeling depleted

Disconnection

More distance or cynicism toward your work

Reduced effectiveness

Work feels harder to do well

WHO, International Classification of Diseases, ICD-11, 2019.

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What do you usually reach for?

Think about what you naturally turn to, not what you *think* you should do.

Do you….

- Sleep or lie down
- Scroll or watch something
- Listen to music
- Spend time alone
- Talk with someone
- Keep working

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Rest has more than one dimension*

- Physical
- Mental
- Emotional
- Social
- Sensory
- Creative
- Spiritual
- Environmental

*Rest dimensions adapted from Dalton-Smith (2017) and Swarbrick & Yudof (2017).

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EIGHT DIMENSIONS OF REST

Physical rest

Active and passive body rest.

IT CAN LOOK LIKE

- Supportive positioning
- Reduced exertion or gentle movement
- Stillness or sleep

A MOMENT TO EXPLORE

What might support your body right now?

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EIGHT DIMENSIONS OF REST

Mental rest

Releasing the cognitive load

IT CAN LOOK LIKE

- Micro breaks from solving problems, decision-making
- Offloading your thoughts, worries
- Mindless tasks (folding laundry, watering plants)

A MOMENT TO EXPLORE

Mentally write a nagging thought or self-doubt on a leaf. Visualize dropping it in a river and watching it drift away.

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EIGHT DIMENSIONS OF REST

Emotional rest

Permission to feel without having to perform being okay.

IT CAN LOOK LIKE

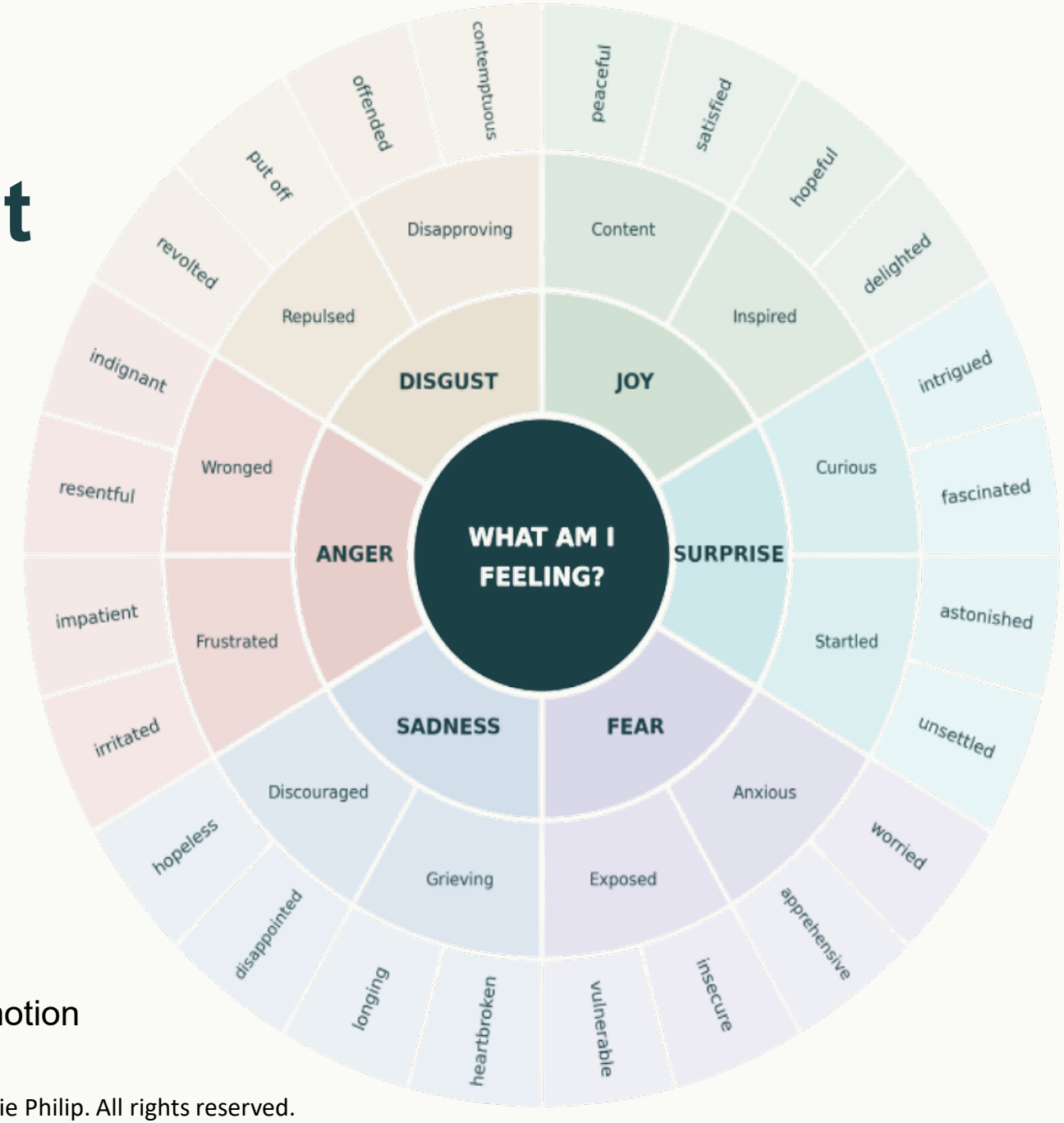
- Journaling without editing yourself
- Unmasking with a trusted person who can hold space

A MOMENT TO EXPLORE

What have you been feeling lately? Name it. No explanation necessary.

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Emotional rest
(Continued)



Original visualization (2026); broad emotion categories informed by Ekman (1992)

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EIGHT DIMENSIONS OF REST

Social rest

A practice of balancing relational labor

IT CAN LOOK LIKE

- Time with trusted and uplifting people
- Chosen solitude, boundaries
- Low-pressure connection that restores

A MOMENT TO EXPLORE

What does restorative connection or solitude look like for you?

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Sensory rest



Sensory experiences that support you rather than overwhelm you.

IT CAN LOOK LIKE

- Mindful and welcome sensory focus (soothing music, warm mug, nature bathing)
- Less sensory input (bright lights, screens, background noise, fragrances)

A MOMENT TO EXPLORE

Mindfully lean into one of your senses (feel your breath, look away from the screen, a texture.)

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EIGHT DIMENSIONS OF REST

Creative rest



Wonder, beauty, imagination, and play without an outcome.

IT CAN LOOK LIKE

- Mindless coloring, writing without prompts / purpose, music, creativity enjoyed simply for itself
- Bringing fresh flowers into your space

A MOMENT TO EXPLORE

Doodle for a minute, think of a song that makes you smile.

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EIGHT DIMENSIONS OF REST

Spiritual rest



Connection to meaning, purpose, and belonging.

IT CAN LOOK LIKE

- A community where you feel accepted
- Exploring and spending time in what matters most to YOU

A MOMENT TO EXPLORE

What connects you to something that matters deeply?

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EIGHT DIMENSIONS OF REST

Environmental rest



Creating pockets of relief with the spaces you have

IT CAN LOOK LIKE

- Accessible physical and digital spaces
- Tidying up a small corner that is yours
- A small box filled with things that remind you of safety

A MOMENT TO EXPLORE

Recall a place that asks less of you. What makes the difference?

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A DEEPER LOOK

Is what I reach for giving me the kind of rest I need?

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A BRIEF GUIDED PAUSE

Making room



A PERSONAL REFLECTION

What would I love to have a little more room for in my life, that helps me feel like ME?

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A way to make room



CONTROL

What is actually within my control?

INFLUENCE

Where can I ask, advocate, or affect an outcome?

LET GO

What am I carrying that is out of my control?

Note. Adapted from *The 7 habits of highly effective people* (p. 81), by S. R. Covey, 1989, Simon & Schuster.

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Questions, insights, offerings?

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NDI Small Business Team Training Survey

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We appreciate your assistance.

I am submitting this evaluation for:*

- Ambition to Achievement on January 15, 2025
- Filing a Tax Return for your Business, Tax Tips for the Self-Employed on February 12, 2025
- SBIR/STTR Masterclass on March 12, 2025
- Grant Writing Masterclass on March 19, 2025
- (●) Empower Your Business with ABLE on April 9, 2025

Please rate your experience*

	Strongly disagree	Disagree	No opinion	Agree	Strongly agree	Not Applicable
The webinar materials were						

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Contact the Small Business Hub

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