

The Burned-Out High Performer

A six-week peer circle for the people still delivering at a high level who aren't sure how much longer they can keep doing it this way.

76%

of employees say they've experienced burnout on the job at least sometimes.

Gallup

82%

of employees are currently at risk of burnout, yet fewer than half of employers have redesigned work around wellbeing.

Mercer Global Talent Trends, 2024

\$438B

is lost annually worldwide to productivity losses driven by burnout and disengagement.

Gallup, State of the Global Workplace 2025

Your best people are often the ones running closest to empty, because competence keeps masking the depletion long after it starts. Brave Circles gives high performers a structured, confidential peer cohort to name the real cost of the way they've been operating and build something more sustainable, one focused topic each week.

SIX WEEKS AT A GLANCE

WEEK 1 The Cost of Excellence Naming burnout without minimizing it, and distinguishing ordinary tiredness from the real thing.	WEEK 2 Identity and Achievement Separating self-worth from output, so a bad quarter stops feeling like a referendum on the self.	WEEK 3 The Myth of Resilience Reframing resilience as recovery capacity, not just the ability to push through.
WEEK 4 Redefining Enough Telling high standards apart from perfectionism, and building a working definition of enough.	WEEK 5 Boundaries and Capacity Protecting energy, not just time, by accounting for what a commitment actually costs to recover from.	WEEK 6 Building a New Operating System Turning six weeks of practice into sustainable habits instead of a temporary fix.

WHY COMPANIES SPONSOR IT

- Lower flight risk** among your highest performers, at the exact point they're most likely to quietly disengage or leave.
- Fewer costly burnout exits** in roles that are the hardest and most expensive to backfill.
- No disruption to delivery work.** Sessions run outside client-facing hours with no internal facilitation lift.

Mary Ellen Ball, MPP, ICF PCC

FOUNDER, OPEN DELTA GROUP • FORMER NONPROFIT CEO • DIAGNOSTIC-FIRST

Mary Ellen built Brave Circles on the diagnostic-first approach she brings to executive coaching. She led enterprise-wide leadership development at BDO USA before founding Open Delta Group, and has run two organizations herself as CEO.