

YOU HAVE A LIMITED AMOUNT OF RESOURCES

# CONSERVE YOUR RESOURCES

We have a limited amount of resources that we must aim to conserve, which begins with identifying where we are feeling stuck and performing tasks that may energize us.



“Resources” in this context could be:



**MATERIAL**  
such as money and housing



**SOCIAL**  
such as seeing friends



**PERSONAL**  
such as a sense of autonomy and self-esteem

The **conservation of resources (COR) theory** posits that **because we have a limited amount of resources,** we experience stress when our values or resources are threatened to be lost.

The theory also emphasizes how resource **loss is way more powerful than resource gain**—hence our need to protect them at all costs. Having the appropriate resources makes us feel more prepared in times of stress, similar to having a backup plan to fall back on in times of danger or unprecedented occurrences. Furthermore, these resources create a sense of control and strength, since we know that we are able to take on whatever it may be with the right support.



## For example,



let’s say it’s been a really rough few weeks at work where you are now experiencing stress overload and, generally, burnout.

**It is so important not to feed the burnout further** by not closing the stress loop, because this risks the development of a **loss spiral**.

A *loss spiral* occurs when you enter a downward loop of feeling more and more stressed and getting less and less work done, effectively reducing your work efficiency but increasing your burnout.

There are a few known examples that many of us are familiar with, especially if we work from home, which put us at a high risk of going down the loss spiral due to the inability to close the stress loop. **These include:**



**NOT GETTING ENOUGH SLEEP**



**NOT PARTAKING IN ANY PHYSICAL ACTIVITY**



**IMPROPER NUTRITION**



**LIMITING SOCIAL INTERACTION**

AND SO ON...

It is so important to resort to these resources that we have for ourselves in times of high stress in order to properly recover and move forward. That is why **conserving proper resources is key.**

## CONSERVING OUR RESOURCES STARTS WITH IDENTIFYING WHERE WE FEEL STUCK AND MOTIVATING OURSELVES TO COMPLETE TASKS THAT GIVE US ENERGY RATHER THAN STRESS.

Some important questions to ask yourself include:

- 1 **CAN YOU IDENTIFY ENERGIZING VS. DRAINING TASKS?**  
*Which tasks are you able to complete without feeling negative towards?*
- 2 **CAN YOU IDENTIFY PAIN POINTS IN YOUR WORK DOMAIN?**  
*On the note of stress, where within your work do you feel the most stress?*
- 3 **CAN YOU IDENTIFY WORKFLOWS THAT ARE INEFFICIENT OR STRESSFUL?**  
*Workflows should be efficient and boost productivity as opposed to causing stress, so identify which workflows are not working out vs. those that are*

