

Burn Bright, Not Out: Preventing Burnout in Female Coaches

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Learning Objectives:

- Understand burnout and its unique impact on female coaches
- Recognize signs and symptoms
- Explore strategies for prevention and self-care
- Foster peer support and sustainable coaching practice

Burnout is...

A state of emotional, physical, and mental exhaustion caused by prolonged or excessive stress.

Characterized by (3) main dimensions:

- **Emotional exhaustion:** Feeling drained, depleted, and unable to cope with daily stressors.
- **Depersonalization:** Feeling detached, cynical, or indifferent towards work or other responsibilities.
- **Reduced efficacy:** Feeling incompetent, ineffective, or doubting one's abilities.

"Over 50% of female coaches report feeling burned out, with the highest rates among those coaching at the youth and high school levels."

— *Women in Coaching Report, WeCOACH & Tucker Center, 2022*

Unique Challenges for Female Coaches:

- Juggling roles (mother, mentor, teacher, partner, etc.)
- Underrepresentation and added pressure
- Emotional labor and lack of resources

Signs of Burnout:

- Emotional exhaustion
- Irritability or detachment from athletes
- Lack of motivation or fulfillment
- Physical fatigue
- Feeling ineffective or unappreciated

Self-Check Activity

Rate Yourself (1–5):

1. I feel energized to coach most days
2. I take time to rest without guilt
3. I have a support system outside of my team
4. I set and maintain healthy boundaries
5. I still feel connected to my “why”

Strategies to Prevent & Manage Burnout

- **Mindset Reset:** Grace over grind
- **Boundaries:** Time off is not a reward—it's a right
- **Support Systems:** Don't go it alone
- **Daily Self-Care:** Small things = Big difference
- **Advocacy:** Speak up for resources and rest

Building a Burnout Recovery Toolkit

Examples toolkit:

- Journaling
- Therapy
- Delegation
- Sleep
- Exercise
- creative time
- peer support groups

Create your toolkit

Collective Care > Self-Care

- Create accountability partnerships among coaches
- “Check-in Circles” monthly

Final Reflection

“What one small change can you make this week to protect your energy?”

“Let’s connect soon”



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