

**Burnout, Hormones, and
High Performance:
The New Rules of Midlife
Leadership**

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I thought I was losing my edge. I was losing my sleep.

Then I started seeing the same pattern everywhere.



This Is Systemic

- **40%+ of senior leaders: chronic exhaustion**
- **Cognitive load under stress: -20-30% capacity**
- **Peak leadership years = peak hormonal transition**

The problem: We're asking leaders to operate at peak judgment precisely when biology destabilizes old models.



What's Actually Happening

Chronic stress → flattened cognitive flexibility

Hormonal shifts → disrupted sleep, memory, emotional regulation

You feel it as:

- **3 AM wakefulness, faster reactivity**
- **Words that won't come, mental fog**
- **Over-functioning to prove capability**



The Response That Backfires

Most leaders respond by doing MORE. But effort without alignment accelerates burnout.

What if the answer isn't more effort, but a new operating system?



The 5 New Operating Rules

**These aren't restrictions.
They're permissions.**



RULE 1 - Energy Is Strategy

Energy isn't wellness. It's your most strategic asset.

MICRO-PRACTICE Weekly energy audit:

- What restores you?**
- What drains you?**
- What sustains you?**

LEADERSHIP PAYOFF

You stop making decisions from depletion.



RULE 2 - Emotional Intelligence Is Performance

EQ is the stabilizer when your body isn't stable.

MICRO-PRACTICE 90-second reset ritual:

- Pause, breathe, ground before high-stakes interactions.**

LEADERSHIP PAYOFF

You respond with clarity instead of react from stress.



RULE 3 - Boundaries Are Leadership

Boundaries aren't about saying no more often. They're about protecting the yes that matters most.

MICRO-PRACTICE Alignment filter:

- **"Does this require my authority, or my availability?"**

LEADERSHIP PAYOFF

Work stops piling at the top.



RULE 4 - Resilience Is Rhythmic

Real strength is recovery in motion, not relentless endurance.

MICRO-PRACTICE Rhythm mapping:

- **Surge, rest, renew. Align work with natural energy cycles.**

LEADERSHIP PAYOFF

You sustain performance without burning out.



RULE 5 - Alignment Over Achievement

Success is coherence between values, biology, and behavior.

MICRO-PRACTICE Weekly alignment check:

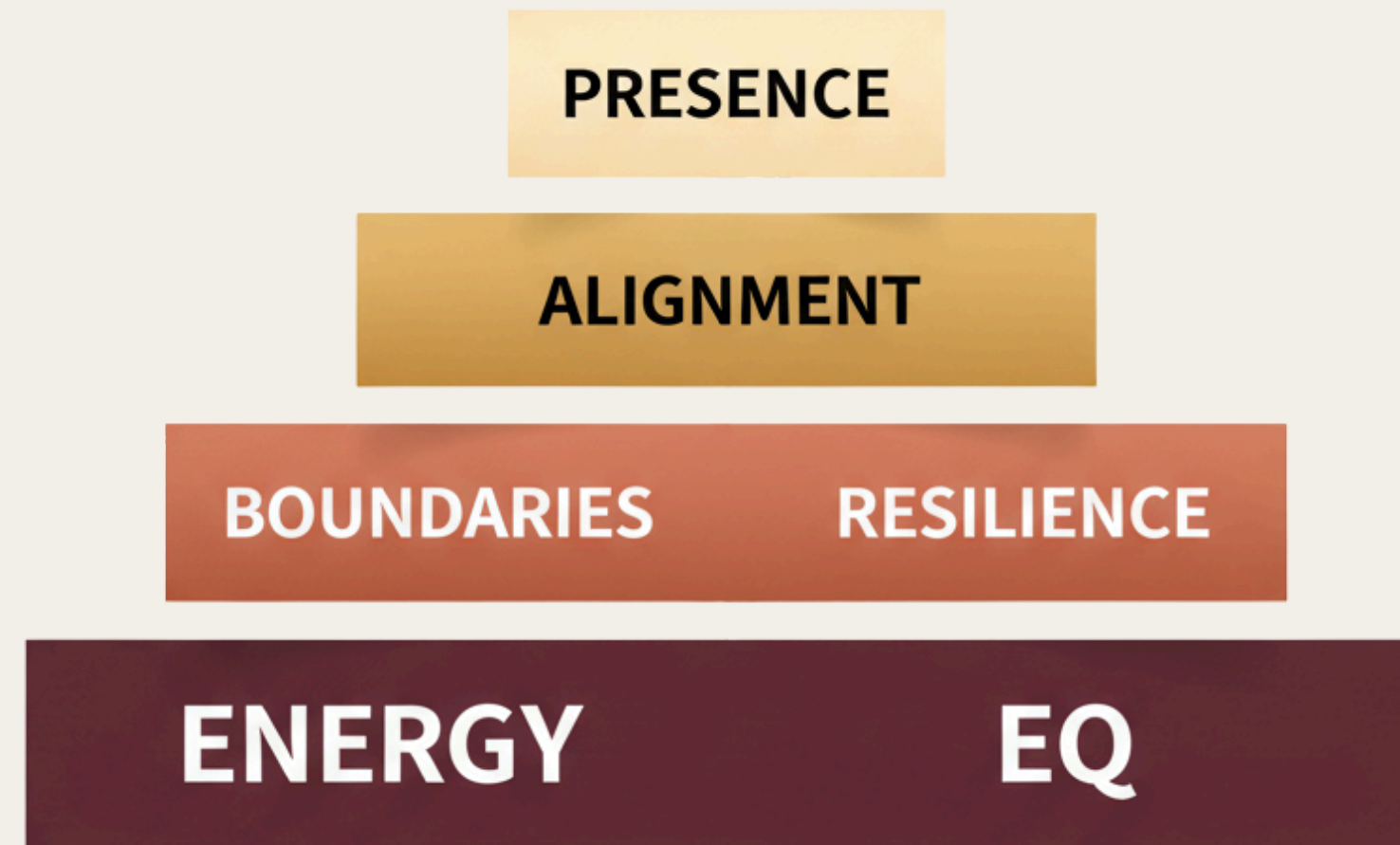
- Choose one aligned action, not just accomplishment.**

LEADERSHIP PAYOFF

Longevity becomes the new metric for success.



How The Rules Work Together



**When biology, rhythm, and authority align,
performance becomes sustainable.**



Midlife Isn't Decline It's Recalibration

Early career: You lead by proving

Midlife: You lead by knowing

What deepens:

- **Pattern recognition sharpens**
- **Risk calibration improves**
- **Authority becomes quieter and more effective**



The Organizational Value

Leaders who align biology, rhythm, and authority:

- **Make fewer reactive decisions**
- **Build more stable teams**
- **Deliver better long-cycle outcomes**

This isn't about working less. It's about leading from alignment.



"When energy becomes a leadership input, not a personal problem, everything changes."

You don't have to figure this out alone. And you don't have to keep leading the old way.



Lead With Alignment Not Depletion

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