



2026 ANNUAL
CONFERENCE & EXPO

ANAHEIM CONVENTION CENTER

LEAGUE OF CALIFORNIA CITIES (CAL CITIES)

League of California Cities Reducing Burnout: 10-Minute Practices for City Leaders & Staff

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How do you know you're running on empty?

Short fuse

Overwhelmed

Exhausted

Brain fog

Anxious

Checked out

Unmotivated

Everything feels urgent

Not Every Kind of Depletion Needs the Same Reset

IF YOU'RE FEELING...	YOU MAY NEED TO...
Restless / frustrated	MOVE
Anxious / reactive	BREATHE
Isolated / discouraged	CONNECT
Overstimulated / overloaded	DISCONNECT
Scattered / overwhelmed	RESET

Your 10-Minute Framework



NOTICE IT.

Something feels
different.



NAME IT.

What am I feeling?
What do I need?



PICK ONE.

Choose the reset
that matches.



TAKE 10.

Give yourself
ten intentional
minutes.

Move

When you're restless, frustrated or stuck

TAKE 10 TO...



Walk outside



Take a lap
around City Hall



Walk to grab
a coffee or treat



Stretch



Take the stairs



Take a meeting
on the go



Walk to a coworker's office
instead of sending the email

BREATHE

When you're anxious, or emotionally flooded

TAKE 10 TO...



Play a guided
meditation/calming
music



Practice
intentional
breathing



Sit somewhere
quiet/peaceful



Step outside and notice
what is around you
(5-4-3-2-1)

5 - 4 - 3 - 2 - 1 *Ground Yourself*



5
things you
can see



4
things you
feel/touch



3
things you
can hear



2
things you
can smell



1
thing you
can taste

CONNECT

When you're discouraged or emotionally drained

TAKE 10 TO...



Walk with a coworker



Call someone
who grounds you



Tell someone,
"I'm having a rough day"



Ask for help



Find someone
who makes you laugh



Take a break from
talking about work

DISCONNECT

When you're overstimulated or always on the "go"

TAKE 10 TO...



Close Outlook



Turn off
notifications



Put down
your phone



Step away
from your desk



Find somewhere
quiet



Pause on consuming
information

RESET

When everything feels urgent

TAKE 10 ASK...



What can wait?



What is stressing me out?



What needs my attention today?



What can I ask for help?

LET'S PRACITCE

5-4-3-2-1

GROUND YOURSELF



THINGS
YOU SEE



THINGS YOU
FEEL/TOUCH



THINGS
YOU CAN HEAR



THINGS
YOU CAN SMELL



THING
YOU CAN TASTE

Leaders Make the 10 Minutes Possible



MODEL IT



NORMALIZE IT



**CREATE SPACE
FOR IT**



**DON'T REWARD
EXHAUSTION**

KNOW YOUR RESET

WHEN YOU FEEL IT, CHOOSE WHAT YOU NEED.



When I'm restless or
frustrated →



When I'm anxious or
reactive →



When I'm disconnected →



When I'm overstimulated →



When everything
feels urgent →

Reducing Burnout



Thank you!

