

STIGMA

BURNOUT EDUCATION = WORKPLACE TRANSFORMATION

The CARE Model Toolkit

By STIGMA



What is the CARE Model?

Introduction

The CARE Model is STIGMA's simple, practical framework for protecting mental health and preventing burnout at work. It helps individuals and teams focus on four key pillars:

Communication, Awareness, Recovery, and Engagement.

This model is designed to be easy to remember and apply in everyday work situations.





The Four Pillars

C – Communication

Open and honest conversations reduce stress and build trust.

- Share your workload concerns early
- Listen actively to colleagues
- Normalise talking about mental health

A – Awareness

Recognise the signs of stress in yourself and others.

- Notice changes in energy, mood, or behaviour
- Track stress triggers and patterns
- Encourage self-check-ins within your team

R – Recovery

Protect time for rest and recharge.

- Take regular breaks (micro and longer)
- Prioritise sleep and exercise
- Build “switch off” rituals at the end of the workday

E – Engagement

Stay connected to meaning and purpose in work.

- Reflect on what gives you fulfilment
- Celebrate achievements (big and small)
- Connect tasks to values and long-term goals

Putting CARE into Practice

Quick Reflection Exercise

Ask yourself and your team:

- How well are we communicating right now?
- What early signs of stress are we noticing?
- How are we building recovery into our week?
- Do we feel engaged with our work and purpose?

Resilience and well-being don't happen by accident – they're built through small, consistent actions. By applying the CARE Model, you can start creating healthier habits today.

STIGMA – Breaking the silence around mental health at work

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