

APRIL NEWSLETTER



Welcome To Our April Newsletter!

You're meeting deadlines. Showing up. Getting things done.

But you're constantly tired, irritable, and running on empty... so what's really going on?

This month, we explore the concept of high-functioning stress. When individuals continue to perform and deliver, while quietly navigating internal pressure and emotional fatigue.

This newsletter unpacks the hidden costs of high-functioning stress, the difference between coping and true regulation, and why "I'm fine" is not always what it seems.

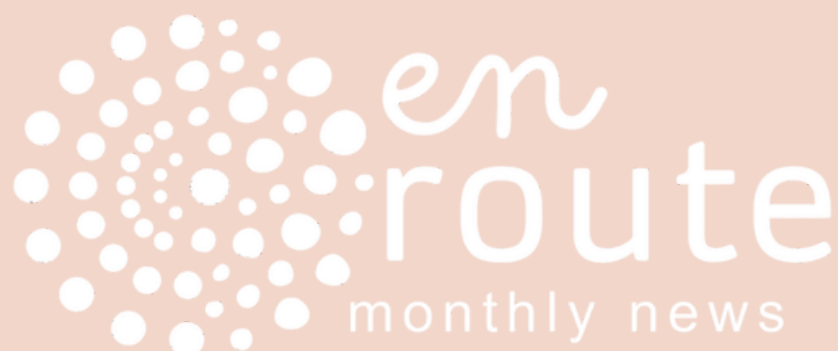


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What is High-Functioning Stress?

Not all stress
looks like
falling apart.
Sometimes it
looks like
performing...
perfectly.



It often shows up in high performers, leaders, and ‘reliable’ employees. Typically, it’s driven by things like pressure to maintain standards, specific personality traits where identity is tied to achievement and success or fear of falling behind or losing control. It’s important to understand that just because you’re coping, doesn’t mean you’re okay.

Why “I’m Fine” is a Red Flag:

“I’m fine” is often a socially acceptable shutdown because it protects identity, showing “I’m capable, I can handle it” and it avoids vulnerability in high-pressure environments.

For many high performers, ‘I’m fine’ doesn’t mean okay, it means ‘I don’t have space to fall apart’.

The Cost of Staying in This Mode



The impact looks like the following:

- **Decreased creativity and strategic thinking**
- **Emotional detachment from work and people**
- **Increased risk of full burnout**
- **Strained relationships**
- **Reduced long-term performance**
- **Overall well-being, focus and energy decreases**

Emotional Suppression:

- **Pushing feelings aside to “stay productive”**
- **Ignoring stress signals**
- **Short-term performance, long-term cost**
- **Takes a toll on emotional well-being.**

Shift from Coping to Awareness

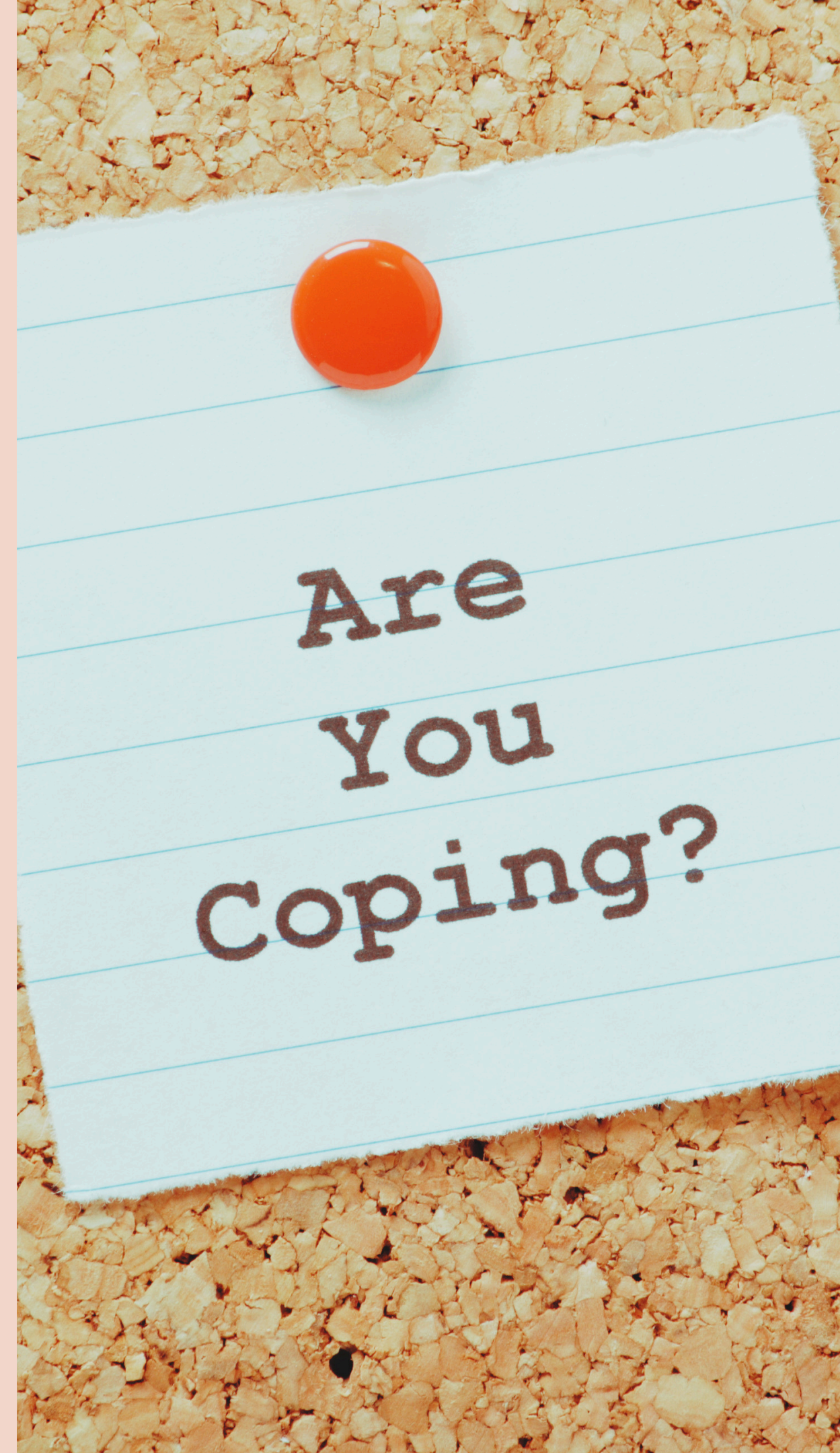
Emotional Regulation:

- Start by acknowledging emotions your feeling
- Process instead of avoiding
- Respond intentionally vs reacting

“You can’t regulate what you refuse to recognise.”

1. Name it: “What am I actually feeling right now?”
2. Check the cost: “What is this pace/state costing me?”
3. Create micro-boundaries: Small, realistic pauses or limits (not drastic life changes)

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Happy Freedom Day!

27th April

Freedom Day marks a defining moment in South Africa's history. The first democratic elections in 1994, where all citizens were able to vote and shape the future of the country.

Freedom is not only a historical milestone, but an ongoing responsibility to create spaces where all people feel seen, heard, and empowered.

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**Sustainable performance isn't about
pushing through at all costs.
It's about knowing when to pause,
recalibrate, and respond differently.**



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Thank You!

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