



COACHING & RECALIBRATION

Mindful Rebellion

*Keep Your Impact.
Lose the Exhaustion.*

For high achievers and leaders in midlife who can't keep working, leading, or living this way — and are ready for the third path beyond "stay and suffer" or "dramatically quit."

A Word From Meggi

COACH · CONNECT · CONSULT

On paper, a lot of the people I work with are crushing it: senior roles, real responsibility, meaningful missions, impressive track records. And yet — behind the scenes — many feel weirdly flat, exhausted, or simply bored. You might feel stuck or trapped by your success.

It's not that you can't get amazing things done. You can. You've proven it again and again. It's that you've been carrying the load for so long, it's started carrying you.

I've navigated many transitions — across countries, sectors, and life stages. With over 20 years of experience in the private and humanitarian sectors — from Procter & Gamble to UNICEF and the ICRC — I've led global teams, built cross-sector partnerships, and managed complex organisational shifts including post-merger integration, matrix environments, and restructurings.

It was deeply meaningful work. But like many high achievers, I paid a price for constantly pushing: burnout, health challenges, and chronic stress eventually forced me to pause and ask what truly matters. That pause changed everything. I stopped chasing someone else's version of success and started shaping my own.

Change doesn't have to be radical. You might be trying to create more balance in your current role, aiming for a bigger challenge, or ready to reshape your next chapter entirely. Whatever brought you here — if you're nodding right now, this guide is for you.

Here's some straight talk: if you don't work on *how you show up*, you'll take today's patterns into your next role, relationship, or organisation. That's the real work — and that's what this guide is about.

I developed the Mindful Rebellion Method to guide high achievers and leaders — people like you — towards more balance and stronger results. Not through more willpower or better productivity. Through real change in the rules you live by.

Get inspired. Bring a sprinkle of mindful rebel energy to your work today.

Have a lovely day,
Meggi

The Problem

Before we jump into solutions, let's look at what's going on underneath. You might recognise yourself in one — or all three — of these patterns.

PATTERN 1

The Reset That Doesn't Reset

You've tried the holiday, the new role, the productivity system. The exhaustion comes back.

- You wake up tired most mornings, even after a full night's sleep
- Weekends and holidays no longer reset you — the relief lasts exactly as long as you're away
- Your nervous system feels permanently switched on
- You rely on adrenaline, urgency, or willpower to get through the week
- You're still performing — but it costs significantly more than it used to

PATTERN 2

The Indispensability Trap

You're the reliable one — and that used to feel like purpose. Now it feels like a cage.

- Too good to leave, too costly to stay — the role, the salary, or the mission keeps you in
- You built your reputation on being available, but availability no longer protects you
- You still care about the mission — but the politics and treadmill work are eroding you
- You loop between "be grateful" and "I can't keep doing this"
- Every option for change feels too risky, so months pass and nothing moves

PATTERN 3

Mastered the Role, Lost the Spark

You can run these meetings with your eyes closed. And that's the problem.

- On paper you're succeeding. Underneath you feel flat, or a dread you can't name
- This isn't burnout — it's bore-out. Too much of the wrong thing, not enough real challenge
- You've tried courses, internal moves, side projects — nothing touches the actual thing
- Your identity is so fused to the role and the mission that stepping back feels like erasing yourself
- Nobody talks about this — because admitting you're bored feels ungrateful

This isn't a motivation problem. It's an operating system problem.

When these patterns run long enough, certain things disappear:

- Focus gets thinner, thinking gets slower
- You become more reactive and less patient — at work and at home
- Relationships and hobbies get the leftovers
- The spark disappears — even when life looks objectively good
- You start doubting your edge: "Maybe I'm not as sharp as I used to be"

The real risk isn't a dramatic breakdown. It's the slow drift: less clarity, less energy, fewer options — until the window for a deliberate next move gets smaller.

Mindful Rebellion is the alternative to two bad options: stay and suffer, or dramatically quit.

This guide shows you the third path — a more intentional way to rebel. Not against your career. Against the rules you never consciously chose.

Where Are You Right Now?

Read through the three patterns above and notice which one lands hardest. Most high achievers recognise themselves in more than one — that's normal. The one that stops you is where to start.

Then rate yourself on the four dimensions below. They map directly to the Mindful Rebellion Method.

Rate Yourself (0 = very low / 10 = very high)

Be honest — this is for you, not your résumé.

DIMENSION	WHAT IT MEASURES	RATE 0–10
Compass	How clear you are on direction, values, and what you want from your work and life <i>now</i> — not what you wanted five years ago. High = you know your North Star. Low = running on autopilot or someone else's priorities.	○ ○ ○ ○ ○ ○ ○ ○ ○ ○
Battery	Your energy and recovery levels — physical, mental, emotional. High = you wake up ready, you recover between weeks. Low = permanent depletion; weekends don't reset you; adrenaline is your fuel.	○ ○ ○ ○ ○ ○ ○ ○ ○ ○
Mindset	The quality of your thinking and self-belief. High = you trust your judgment, feel curious and capable. Low = reactive, self-critical, doubting your edge, looping on the same thoughts.	○ ○ ○ ○ ○ ○ ○ ○ ○ ○
Action	Your sense of agency and forward motion. High = making decisions, running experiments, feeling in charge of your next chapter. Low = stuck, postponing, waiting for conditions to change.	○ ○ ○ ○ ○ ○ ○ ○ ○ ○

Low Battery + low Compass + low Action = the operating system is running the show. This guide is how you start to change that.

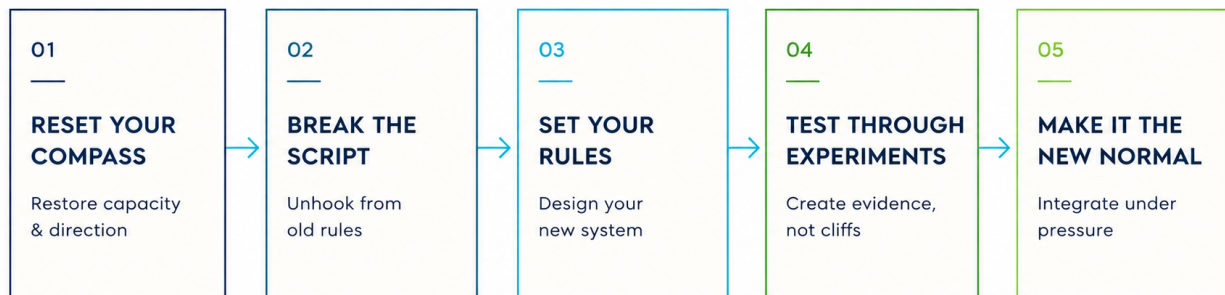
THE MINDFUL REBELLION METHOD

Five Phases. One Shift.

A nervous-system-aware approach to getting your edge back — without the self-sacrifice.

The Mindful Rebellion Method works across two dimensions simultaneously: **what you do** and **how you show up**. It draws on lifestyle design, mindfulness-based stress reduction, flow research, and coaching practice — combined with 20+ years of real leadership experience across global brands and humanitarian organisations.

What makes it different: it doesn't ask you to make big decisions from a depleted state. You restore clarity first, then act — in small and increasingly bolder steps. Each phase builds on the one before. You change the operating system gradually, until the new way becomes the default.



The five phases of the Mindful Rebellion Method

#	PHASE	WHAT HAPPENS HERE
01	Reset Your Compass	Restore energy, clear the noise, reconnect with what matters to you now. Get your North Star back before you act.
02	Break the Script	Name and challenge the invisible rules driving your behaviour — the ones you absorbed without choosing, and that no longer serve you.
03	Set Your Rules	Design your new operating system: the boundaries and non-negotiables that protect your impact without burning bridges.
04	Test Through Experiments	Test how you show up — and what you want to do next — through small and larger experiments. Real change happens through action, not intention.
05	Make It the New Normal	Build the habits and environment that make the new way hold under pressure — so it becomes who you are, not something you're trying.

PHASE 01

Reset Your Compass

Clarity Before Contribution

Most high achievers try to fix things while running on empty. The result: reactive decisions, short-lived changes, and the same patterns showing up in the next role. You cannot build something new on an exhausted foundation.

The first move is not a plan. It's a pause. Not a holiday — a deliberate reset. Three things happen here:

1. Restore Energy

An honest audit of what you allow into your schedule and your attention. Not to become less committed — to become more sustainable. Eliminating what drains without return. Creating intentional recovery time, not as a reward but as a requirement.

2. Clear Cognitive Noise

Clarity doesn't come from doing more — it comes from creating space. Reducing reactive workflows. Observing patterns instead of constantly fixing them. Giving yourself unscheduled thinking time, not as a break but as actual work. The mind can't think strategically when it's permanently in response mode.

3. Reconnect With What Matters — Now

Many leaders and high achievers are operating on priorities set years ago by a version of themselves that no longer exists. This phase asks honestly: what are you optimising for — alignment or approval? Even internal transitions rarely ask us to completely reinvent ourselves. They ask us to let go of what no longer fits and make space for what's next. That takes clarity, not urgency.

PHASE 01 · REFLECTIONS

Reset Your Compass

REFLECTION 1

What is one commitment you're still honouring that no longer deserves your energy? What would it cost you to let it go?

REFLECTION 2

If you could redesign your role from scratch — keeping the impact you care about and removing the rest — what would you keep? What would you cut immediately?

REFLECTION 3

When did you last have unscheduled thinking time — not a break, but actual space to reflect? What would 90 minutes of that look like this week?

PHASE 02

Break the Script

Releasing Invisible Constraints

Every high achiever is running invisible scripts — unwritten rules absorbed from organisations, managers, and decades of being rewarded for a specific way of showing up. They feel like common sense precisely because they've never been questioned. But comfort and correctness are not the same thing.

Recognise the Scripts

Common ones at this level:

- "I must always be available."
- "Saying no will damage relationships or my reputation."
- "Success requires constant sacrifice."
- "If I slow down, I'll fall behind or become invisible."
- "My identity is the role. Without it, who am I?"

These patterns are rarely questioned because they were rewarded. For twenty or more years, being the reliable one, the one who delivers, the one who cares: it worked. The problem is that what worked then has become the ceiling now.

Challenge at the Root

Breaking a script doesn't mean throwing everything out. It means asking: *when did this rule form, and does it still belong to me?* Then introducing small, intentional departures — controlled deviations that generate real information about how things could be different. Delaying a response. Setting a limit without over-explaining it. Letting an "urgent" request sit for 24 hours to see whether it's truly urgent or just squeaky.

The Identity Layer

For many high achievers at this stage, the deeper work is separating who they are from what they do. The identity has become so fused to the role — the mission, the title, the being-needed — that stepping back doesn't just feel risky. It feels like disappearing. The question underneath: *who am I without this?* Until you answer it, every change stays surface level. This phase is where that question gets space.

PHASE 02 · REFLECTIONS

Break the Script

REFLECTION 1

Which rule are you running that you never consciously chose? Where did it come from — and does it still belong to you?

REFLECTION 2

Outside the role, the mission, and the title — who are you? What do you know about yourself that has nothing to do with your job?

REFLECTION 3

Name one recurring behaviour that drains energy and misuses your talent. Where did it come from — and is it still serving you?

PHASE 03

Set Your Rules

Intentional Structure for Intentional Change

Once old scripts are disrupted, you need to replace them — not with chaos, but with something deliberate. Your rules define who you are in action, not just in intention. Without them, you'll revert to old behaviour the moment pressure spikes. The path of least resistance is always the well-worn groove.

What Your Rules Cover

What you accept and what you don't — in work, in relationships, in requests. How you allocate your time and energy. The standards you operate by regardless of external pressure. Your rules function as impact filters: each decision passes through a single question — does this contribute to the work I'm here to do?

Sample rules leaders and high achievers set in this phase:

"I don't overcommit to maintain approval." · "I protect time for strategic thinking, not just execution." · "I communicate limits clearly and don't over-explain them." · "I ask for help before I hit the wall."

Your rules don't need to be dramatic. They need to be yours. Specific enough that you know when you're breaking them. Without this structure, even disciplined people end up busy doing the wrong things at the highest possible efficiency.

PHASE 03 • REFLECTIONS

Set Your Rules

REFLECTION 1

What is one rule you need to set that you've been avoiding? What are you afraid will happen if you hold it?

REFLECTION 2

Does your current calendar reflect your priorities — or your obligations? What's one specific change you could make next week?

YOUR RULES — DRAFT

Write 3 rules for yourself, starting now. Make them specific and yours.

PHASE 04

Test Through Experiments

Change Becomes Real Through Action, Not Intention

Many high achievers invest in clarity and strategy and then delay — indefinitely. This phase breaks that cycle. Instead of waiting for the perfect plan or the right moment, you design experiments that generate real information about how you want to lead and what you want to do next.

Experiments work at two levels: **how you show up** (behaviour, boundaries, presence) and **what you do** (the work itself, your next chapter, your contribution). Both are worth testing. Both are reversible.

Smaller experiments — how you show up

Short and focused — typically one to three weeks. Low risk, high insight. The question isn't "did I succeed?" It's "what did I learn?"

- Leave on time twice this week — without explanation or guilt
- Decline one meeting that doesn't need you
- Delay an email response by two hours to break the immediate-reply pattern
- Ask for help before you hit the wall — not after
- Take a real lunch break, away from screens, three days running
- Set an out-of-office that actually means off — and hold it

Larger experiments — testing what you want to do next

These go beyond daily behaviour. They test new environments, new roles, new ways of contributing — to generate real evidence about your next chapter before committing to it.

- Take on a stretch role in a cross-functional project to test a different way of leading
- Shadow someone in another department or sector you're curious about — as a learner, not an expert
- Attend a conference or event in an adjacent field to test new thinking and new conversations
- Volunteer on a board, association, or community initiative to explore a different identity outside your current role
- Propose a new initiative or way of working to your team — and watch what happens
- Have one honest conversation with someone who made a move you've been considering

Change is external — a new job title, a different organisation, a reshaped role. Transition is internal — the mindset shift, the identity adjustment, the process of stepping into a different version of yourself. You

can make an external change without doing the internal work. But without the internal work, the same patterns tend to show up wherever you land. Experiments accelerate both.

PHASE 04 · REFLECTIONS

Test Through Experiments

SMALL EXPERIMENT

What is the smallest behaviour shift you could test in the next two weeks? What do you expect — and what might surprise you?

LARGER EXPERIMENT

What is one environment, role, or type of contribution you've been curious about but never tested? What's the smallest version of that experiment you could design in the next three months?

AFTER YOUR EXPERIMENT

What happened? What surprised you? What does that tell you about your next chapter?

PHASE 05

Make It the New Normal

Until the New Way Is Just the Way

This is where transformation either sticks or slides back. The insight was real. The intention was genuine. But without a system to sustain it, old patterns reassert themselves under pressure. The goal of this phase: the change becomes who you are, not something you're trying.

Three Moves That Make It Stick

Small, consistent habits — not extraordinary gestures, but daily behaviours that vote for the kind of leader or high achiever you're becoming. Each repetition reinforces the identity shift.

Environment design — your calendar, your communication norms, your workflow. A misaligned environment will eventually overpower even the strongest intentions. Design the environment for the person you're becoming, not the person you're leaving behind.

Identity shift — at some point, the experiment becomes the standard. The move from "I'm trying to change" to "this is how I operate" is the deepest transformation in this work. When your identity is chosen rather than inherited, it becomes self-sustaining.

From: "I'm trying to change how I show up."

To: "I lead with clarity, boundaries, and purpose — without burning myself out to do it."

Stress tests will come — deadlines, conflict, restructuring. The goal is not to be perfect. It's to notice when you've slipped back, and return to your rules faster than before. Each test reveals where your integration is strong and where it needs reinforcement. That's not failure. That's the final stage of design.

PHASE 05 · REFLECTIONS

Make It the New Normal

REFLECTION 1

What is the single daily behaviour that, if you did it consistently for 30 days, would most reinforce the change you're making?

REFLECTION 2

Under pressure, which old rule are you most likely to fall back into? What's one thing you can do to interrupt that pattern in the moment?

IDENTITY STATEMENT

Write the identity you're stepping into. Write it as if it's already true:

"I am the kind of leader / high achiever who..."

What's Next

This guide gives you the framework. Frameworks only become powerful when you apply them to your real situation — your actual role, your specific patterns, your particular pressures. That's where the real shift happens.

You've already done the hardest part: you recognised the pattern. The next step is yours to take.

Two Ways to Go Deeper

Free 30-min Clarity Call

A focused conversation to map where you are, identify which pattern is costing you most, and clarify the one area to address first. No agenda except yours — just clarity on the right next step.

→ [Email info@meggirombach.com](mailto:info@meggirombach.com) to book

3m Rewrite Your Script — Join the Waitlist

A small, exclusive programme for high achievers ready to move from insight to action. A safe space to do the real work — with a peer group of leaders who get it. Work through the method together, run experiments in your own context, and build the habits that hold under pressure.

Waitlist members get founding member pricing, early access to new tools before they go live, and are first to know when doors open.

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Want to go deeper?

Listen to **Play it By Your Rules** — conversations for those ready to lead and live differently. Real talk on ambition, exhaustion, identity, and what it takes to rewrite the rules.

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