



The Compassionate Executive Resilience Model

Strengthening the inner capacities that sustain resilient leadership.

It's a lot of pressure: institutional uncertainty, competing demands, and the emotional labor of guiding others through change take quite a toll.

While many approaches to burnout focus on workload management, the Compassionate Executive Resilience Model (CERM), developed by Sabrina Vogler, addresses the deeper *psychological erosion* that can occur in leadership roles. Coined in 1987 by psychologist Dalia Etzion, this term describes the strain on an executive's internal capacity that occurs when organizational demands override one's inner knowing and sense of self.

Sustainable leadership requires more than productivity; it requires the ability to remain grounded and wise under pressure. The *Compassionate Executive Resilience Model (CERM)* moves leaders beyond survival and scarcity, equipping them with the tools to reclaim wholeness and thrive.

A Whole-System Method to Leadership Resilience

The CERM recognizes that burnout rarely comes from a single cause. Instead, it emerges when multiple leadership capacities become strained simultaneously.

The Three Domains of Compassionate Executive Resilience

1. Navigating the Leadership Environment

- Uncertainty Resilience
- Leadership Agency

2. Sustaining Leadership Energy

- Energy Integrity
- Relational Perspective & Boundaries

3. Inner Leadership Capacities

- Nervous System Regulation
- Self-Relationship
- Intuitive Alignment

By strengthening these seven capacities across these three domains, leaders discover a sustainable path to compassionate, grounded, and self-empowered leadership.

THE Compassionate Executive Resilience Model (CERM)

STRENGTHENING THE **INNER CAPACITIES** THAT SUSTAIN **RESILIENT LEADERSHIP**



Inner Stability → Energy Management → External Leadership.

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Figure 1. The Compassionate Executive Resilience Model (CERM)



How These Capacities Show Up in Your Leadership

1. Uncertainty Resilience

You remain steady and thoughtful when facing ambiguity, institutional change, or incomplete information.

2. Leadership Agency

You maintain your sense of agency while discerning where you can still exert meaningful influence within a stressful environment.

3. Energy Integrity

You keep a close eye on your bandwidth and how it's impacted by the demands of your day. You protect your energy by noticing when it's drained and setting boundaries around your efforts.

4. Relational Perspective & Boundaries

You stay curious and maintain perspective-taking without absorbing emotional strain from those around you. You don't hold yourself responsible for the emotional outcomes of others beyond your control.

5. Nervous System Regulation

You understand that your body eavesdrops on your internal and outer environments, and you're committed to caring for your nervous system. You practice response-flexibility when under pressure because you're in tune with your physiology.

6. Self-Relationship

You can support your setbacks and struggles with the perspective of a good friend. Your inner dialogue sets you up for success and supports your upleveling.

7. Intuitive Alignment

You know how to access your inner guidance system when rational analysis isn't enough. You make decisions aligned with your integrity because you trust your gut.