

Burnout Risk Indicator

Burnout develops gradually when ongoing stress exceeds recovery capacity. This tool helps you assess current risk levels, recognise warning signs early, and take proactive steps to maintain balance and wellbeing.

1. Purpose of This Tool

- ☐ Identify early indicators of physical, mental, or emotional exhaustion.
- ☐ Measure current workload, stress, and recovery balance.
- ☐ Encourage open reflection and early self-correction.
- ☐ Support discussions about wellbeing and performance.
- ☐ Promote healthier work habits and sustainable productivity.

Tip: Burnout is easier to prevent than to recover from - early awareness is key.

2. Burnout Self-Assessment

Rate each statement from 1 (Never) to 5 (Always).

Statement	Rating (1–5)
I feel tired even after a full night's sleep.	
I find it difficult to concentrate or make decisions.	
My patience is shorter than usual.	
I feel detached or cynical about my work.	
I often skip breaks or meals due to workload.	
I feel emotionally drained at the end of most days.	
I struggle to switch off from work outside hours.	
My productivity or motivation has noticeably dropped.	
I feel I am working hard but not achieving much.	
I have frequent headaches, tension, or trouble sleeping.	
☐ Add up your total score and review the guidance below.	

Scoring Guide

- **10–20:** Low risk – energy and balance are healthy.
 - **21–35:** Moderate risk – early warning signs; take action now.
 - **36–50:** High risk – burnout likely; immediate rest and adjustment required.
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3. Workload and Recovery Balance

Area	Rating (1–5)	Notes / Observations
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Workload manageability		
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Control over schedule		
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Support from colleagues		
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Time for recovery		
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Balance between work and life		
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☐ Compare workload to recovery time to gauge overall sustainability.

Tip: Consistent imbalance between output and recovery leads to exhaustion.

4. Emotional and Mental Energy Check

Statement	Yes / No	Notes
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I feel motivated and purposeful most days.		
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I still enjoy aspects of my work.		
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I experience ongoing irritability or frustration.		
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I feel under constant pressure to perform.		
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I withdraw socially or avoid interaction when tired.		
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☐ Answer honestly - awareness prevents escalation.

Tip: Emotional disengagement is one of the earliest signs of burnout.

5. Physical Wellbeing Tracker

Factor	Frequency (Low / Medium / High)	Notes
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Sleep disturbances		
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Frequent illness or fatigue		
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Headaches or muscle tension		
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Poor appetite or overeating		
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Reliance on caffeine or alcohol		
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☐ Recognise the body's early warning signs of chronic stress.

Tip: The body often signals overload long before the mind admits it.

6. Stress Triggers and Patterns

Trigger	Frequency	Impact Level (1–5)	Action to Reduce
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☐ Identify recurring stressors and plan specific interventions.

Tip: Repeated triggers, if ignored, become long-term burnout factors.

7. Recovery and Renewal Activities

Activity	Frequency (Daily / Weekly / Rarely)	Energy Impact (1–5)	Notes
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Exercise or movement			
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Social connection			
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Hobbies or relaxation			
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Reflection or mindfulness			
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Unplugged rest (no screens)			
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☐ Aim for regular, intentional recovery activities each week.

Tip: Rest is not a reward - it is a requirement for sustained performance.

8. Workplace Factors Review

Factor	Satisfied? (Y/N)	Comments
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Clarity of role expectations		
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Recognition and appreciation		
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Autonomy in work decisions		
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Fairness and trust in leadership		
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Opportunities for growth		
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☐ Discuss low-scoring factors with a manager or coach to explore improvement.

Tip: Burnout often results from systemic factors, not personal weakness.

9. Personal Recovery Plan

Focus Area	Action	Start Date	Review Date	Progress
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Workload				
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Energy / Rest				
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Emotional Wellbeing				
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Boundaries				
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Support / Connection				
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☐ Choose two or three key areas to address immediately.

☐ Track progress weekly until balance improves.

Tip: Small, consistent changes restore balance faster than drastic shifts.

Notes

10. Reflection and Commitment

- ☐ What changes can I make this week to protect my energy?
- ☐ What boundaries will I set for work and rest?
- ☐ Who can I ask for help or accountability?
- ☐ What signals will tell me I am recovering?

Tip: Burnout prevention is a shared responsibility - talk openly about wellbeing and balance.

How to Use This Indicator

Complete this self-assessment monthly or when stress feels high. Use results to adjust workload, routines, and boundaries. Combine it with your Energy Management Tracker and Weekly Review Template to maintain awareness and balance. Sustained productivity requires sustained wellbeing.

Notes