

Cybersecurity Team Burnout Checklist

Use this checklist during 1:1s, retrospectives, or quarterly wellness assessments. If 3 or more items in a column are checked for a team member or across the team, it's time to address potential burnout.

Behavioral Indicators

- ☐ Team members show increasing irritability or emotional withdrawal
- ☐ Missed deadlines or tasks with no prior history of underperformance
- ☐ Frequent errors in routine tasks (e.g., misconfigured alerts, missed steps)
- ☐ Resistance to new projects or training opportunities
- ☐ Noticeable decline in communication or collaboration
- ☐ Individuals expressing cynicism or detachment in meetings

Cognitive & Mental Health Signs

- ☐ Signs of decision fatigue (e.g., indecision, asking for repeated clarification)
- ☐ Difficulty concentrating or remembering key procedures
- ☐ Hesitation or second-guessing in incident response
- ☐ Disengagement from threat hunting or proactive defense work
- ☐ Increased emotional outbursts or uncharacteristic silence

Workload & Environment Triggers

- ☐ Repeated on-call fatigue without proper recovery time
- ☐ Frequent weekend or after-hours work becoming the norm
- ☐ Lack of role clarity or unrealistic expectations
- ☐ No formal debrief process after high-stress incidents
- ☐ Rotations or backup plans not in place for key personnel
- ☐ Multiple open seats or vacancies leading to overstretch

Feedback & Leadership Gaps

- [] Team members report feeling undervalued or invisible
- [] Feedback loops only exist in crisis moments
- [] No regular wellness check-ins or space to voice concerns
- [] Recognition only tied to overwork (cyber hero culture)
- [] Leadership models constant hustle without boundaries

Action Scorecard

After reviewing this checklist:

- 3 - 5 items flagged: Monitor and discuss in team meetings.
- 6 - 10 items flagged: Create a tailored action plan to reduce stress.
- 11+ items flagged: Burnout is likely present, prioritize intervention and recovery strategies.