**Burnout & Wellness Conversation Starters for Cybersecurity Teams**

Use these prompts in 1:1s, post-incident debriefs, or team check-ins to open up authentic dialogue. These aren’t about diagnosing — they’re about listening, connecting, and understanding.

**🌱 Start With the Human, Not the Role**

* “Forget your title for a second—how are *you* doing lately?”
* “If you had a reset button this week, what moment would you redo?”
* “On a scale of 1 to ‘I’m drowning in tickets,’ how full is your plate?”
* “What’s one thing you wish people knew about your day-to-day that they probably don’t?”

**🧠 Mental Load & Emotional Check-Ins**

* “Have there been any moments lately where you’ve felt mentally tapped out?”
* “What’s one thing that’s felt heavier than usual this week?”
* “Is there anything that’s been quietly bugging you that we haven’t talked about?”
* “If your brain had a dashboard, what would the warning lights be saying right now?”

**⏳ Workload, Boundaries, and Balance**

* “Do you feel like you’ve had any real off-switch time lately?”
* “Have there been days where work crept in too far after hours?”
* “What would make your current workload feel more sustainable?”
* “If I gave you one task to offload or pause for the next two weeks, what would it be?”

**🛠️ Support, Systems & Leadership**

* “Do you feel like you’ve had the right tools or support to handle what’s coming at you?”
* “What’s something leadership could do (or stop doing) that would make your life easier?”
* “Are we asking you to be ‘always on’? How does that show up for you?”
* “Is there a process or ritual that used to help you feel grounded that we’ve lost?”

**🧩 Belonging, Recognition, and Growth**

* “When was the last time you felt really seen or recognized for your work?”
* “Is there a skill you’re itching to grow that we haven’t made space for yet?”
* “Have we been making room for your voice in strategy or just in sprints?”
* “What’s something you’ve done lately that you’re proud of but nobody’s mentioned?”

**🧘‍♂️ End With Care**

* “What would make next week feel a little lighter for you?”
* “Do you need a break—or do you need something to look forward to?”
* “What’s something non-work you’re excited about right now?”
* “How can I support you better—not just as your lead, but as a human?”