

Executive Role Alignment & Burnout Risk Diagnostic

A Research-Based Executive Diagnostic | TGL Advisory

Purpose

This diagnostic helps senior leaders assess burnout risk through role design, authority–accountability alignment, and cognitive load — not stress or energy levels.

What This Is

- A leadership and system-alignment diagnostic grounded in industrial-organizational psychology
- Designed for executives who continue to perform while strain accumulates quietly

What This Is Not

- Not a clinical or wellness assessment
- Not a personality or resilience test

Scientific Foundation

Conceptually informed by validated research traditions including the Maslach Burnout Inventory (MBI), the Burnout Assessment Tool (BAT), and role ambiguity and role conflict measures.

How to Use

Complete the diagnostic on the next page. Your Total Score should auto-calculate in Adobe Reader/Acrobat. If viewing in a browser preview and the score doesn't update, open the PDF in Adobe Reader.

Executive Role Alignment Diagnostic

Select one option per statement (1 = Strongly Disagree, 5 = Strongly Agree)

1. I have sufficient authority to influence the outcomes I am held accountable for.

1 2 3 4 5

2. Decision rights in my role are clearly defined and rarely overridden.

1 2 3 4 5

3. I carry unresolved trade-offs or risks internally rather than distributing them.

1 2 3 4 5

4. My role requires me to stabilize others while minimizing my own uncertainty.

1 2 3 4 5

5. My responsibility has increased while my discretion has decreased.

1 2 3 4 5

6. My influence is proportionate to the responsibility I carry. (Reverse scored)

1 2 3 4 5

7. The role feels psychologically heavier over time despite strong performance.

1 2 3 4 5

Total Score (auto):

Interpretation:

7–14: Healthy alignment

15–21: Emerging structural strain

22–28: Elevated burnout risk

29–35: Advanced structural misalignment