



# Burnout Identification Checklist

Use this quick, non-therapeutic checklist to spot early signs of burnout in yourself or others. Check off any item that applies, if you're ticking three or more per category, it's time to take action.

## 1. Emotional & Mental Signals

- Persistent fatigue, even after sleep
- Feeling emotionally drained or "empty"
- Growing cynicism or detachment from work
- Difficulty concentrating or memory lapses
- Increased irritability or mood swings

## 2. Physical & Behavioural Clues

- Frequent headaches, muscle tension, or stomach issues
- Changes in sleep patterns (insomnia or oversleeping)
- Noticeable drop in productivity or missed deadlines
- Procrastination on tasks you once enjoyed
- Withdrawing from colleagues or skipping social time

## 3. Cognitive & Performance Indicators

- "Brain fog" - struggling to process simple information
- Racing thoughts or constant mental chatter
- Perfectionism spikes ("it's never good enough")
- Decision-making paralysis or second-guessing yourself
- Feeling you're just "going through the motions"



#### 4. Values & Alignment Red Flags

- Moral injury: feeling you're compromising your values
- Misalignment: your work tasks conflict with personal goals
- Loss of sense of purpose or meaning in daily tasks
- Reduced pride or satisfaction in accomplishments
- Questioning why you do your job at all

#### 5. Social & Relational Warnings

- Conflict with coworkers or loved ones over small issues
- Avoiding team check-ins or group meetings
- Feeling unsupported or misunderstood by peers
- Over-reliance on work to feel valued or needed
- Compassion fatigue: struggling to empathize with others

#### 6. Digital & Environmental Signals

- "Always-on" stress:
  - checking email/messages outside work hours
- Zoom fatigue or screen-burn from back-to-back calls
- Cluttered or chaotic workspace increasing irritation
- Skipping breaks or lunch to push through tasks
- Notifications are overwhelming or anxiety-provoking

#### 7. Early Warning Summary

##### **Count your checked boxes in each category:**

- 0–2: Low risk, maintain healthy habits
- 3–5: Moderate risk, start self-care and boundary tweaks
- 6+: High risk, schedule a deeper check-in or professional support