

Burnout Check-In

A non-diagnostic check-in to help you notice where stress is wearing you down.

Think about the **past two weeks**. For each statement, circle the number that fits best. There are no right answers and no pass or fail. The goal is to spot patterns, not to label yourself.

0 Never 1 Sometimes 2 Often 3 Almost always

Energy Exhaustion

Subtotal: ____ / 12

I feel drained before the day has even started.

0 1 2 3

A weekend or day off doesn't refill my tank.

0 1 2 3

My body feels worn out (headaches, poor sleep, getting sick more often).

0 1 2 3

Small tasks take much more effort than they used to.

0 1 2 3

Distance Detachment and cynicism

Subtotal: ____ / 12

I feel numb, irritable or cynical about my work.

0 1 2 3

I dread messages, meetings or tasks I used to handle fine.

0 1 2 3

I've pulled back from people, or stopped caring about things that used to matter.

0 1 2 3

I'm counting down the hours or days more than usual.

0 1 2 3

Effectiveness Sense of accomplishment

Subtotal: ____ / 12

I doubt I'm doing a good job, even when others say I am.

0 1 2 3

It's hard to focus, or I'm making more mistakes than usual.

0 1 2 3

I feel like nothing I do makes a difference.

0 1 2 3

I rarely feel a sense of accomplishment anymore.

0 1 2 3

My pattern: Energy _____ Distance _____ Effectiveness _____

Need help right now? If you or someone else is in immediate danger, call 911 or go to your nearest emergency department. Call or text 9-8-8 (Suicide Crisis Helpline, 24/7). Under 18? Call Kids Help Phone at 1-800-668-6868 or text CONNECT to 686868.

This is an educational self-help tool. It is not a diagnosis, and it is not a substitute for care from a regulated health professional.

Where this comes from: The three areas follow the World Health Organization's description of burn-out in ICD-11 (QD85: exhaustion, mental distance or cynicism, and reduced professional efficacy) and Maslach, Schaufeli & Leiter (2001), *Annual Review of Psychology*, 52, 397-422. This is not the Maslach Burnout Inventory or any validated test. Items are original to Clover Counselling and have no cut-off scores.

Making sense of your answers

There is no cut-off score. Instead, look at which area is **highest**: that's a good place to start. Higher numbers in any area, or numbers that keep climbing when you check in again, are a signal to take seriously.

The World Health Organization describes burnout as a work-related pattern. If your exhaustion comes from caregiving, school or another part of life, the check-in can still help you reflect.

If Energy is highest

- Protect sleep and add short recovery breaks into the day, not just at the end of it.
- Look honestly at your load: what can be dropped, delegated or delayed?
- See your doctor too. Ongoing fatigue can have physical causes worth ruling out.

If Distance is highest

- Reconnect with why the work mattered to you, or what matters to you outside it.
- Set limits on after-hours messages so work stops following you home.
- Talk to someone you trust instead of pulling away further.

If Effectiveness is highest

- Shrink goals to a realistic size and notice small wins at the end of each day.
- Ask for specific feedback rather than assuming the worst.
- Try the Self-Compassion Reset when your inner critic gets loud.

Talk to a doctor or therapist if these feelings have lasted more than a couple of weeks, you feel hopeless, you're relying on alcohol or other substances to get through the day, or your sleep, health or relationships are suffering. Burnout and depression can look alike, and a professional can help sort out what's going on.

My small plan

One thing I'll do less of or stop: _____

One thing I'll start or protect: _____

One person I'll talk to: _____

I'll check in again on (date): _____

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