

# The Burnout Checklist

Adapted from the Brandon A. Cox blog

Read the statements below & check/tick those that apply to you in your current situation.

I lack the confidence I used to have. Instead of feeling passionate about leadership, teamwork and my job, I want to withdraw and not deal with my colleagues.

I find myself hoping that people just don't ask me how things are going because I don't want to fake positivity.

I'm tired all the time, yet I'm unable to fall asleep because I can't stop thinking about the issues and problems I'm facing.

I'm afraid that every email, text, or phone call is going to be something negative and draining, so I avoid them.

I find myself hiding from relationships, cancelling meetings, and feeling a sense of dread about events on my calendar.

I "check out" and escape, either through mindless entertainment, social media "doomscrolling" or overusing alcohol or other substances.

I'm skeptical when other leaders talk in positive terms about their experiences and wonder why I don't experience the same.

I find myself putting the bare minimum into the job and leadership tasks that I used to enjoy the most.

I feel like the whole world keeps getting darker and more depressing and that there aren't any real solutions to the problems I face or the world has today.

I struggle to trust people, believing that most people will eventually hurt me, or not respect me personally or professionally.

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I feel fake in the positive messages I share as a leader. I can still inspire the team, but I feel like I'm drowning or a hypocrite.



I'm avoiding meditation, prayer or other self-help activities I used to do to de-stress about the issues with which I'm struggling.



I lack the motivation to take basic care of myself in terms of getting adequate sleep, consistent exercising, and eating well with healthy food.



Instead of reading or improving the latest insights on my leadership, I want to retreat into the spaces where people don't look to me to lead or take on challenge.



I feel underappreciated or unseen. It seems as though people are quick to complain but slow to express compliments about my work.



I daydream about the possibility of leaving my profession to do something entirely different to escape and achieve possible peace.



I get disproportionately angry about things - not just leadership issues, but issues I face daily in my own personal life – at work, family or community.



I feel as if I no longer fit in or belong in my organization even though I once felt right at home.



I am less hopeful now about the future of my particular industry that I work in.



While I once felt a deep sense of purpose and mission, I now wonder if my leadership actually matters that much, or, does my life matter at all.

Now score how many boxes you have checked/ticked. Even one box checked can be a symptom of impending burnout. Discuss this checklist with your coach, mentor or even your supervisor. If your burnout is bordering on depression and addictions, seek professional counselling. If not, identify specific actions you can take to recover from burnout in your life and career and have a trusted coach or friend hold you accountable. Meet weekly or monthly to discuss how you are doing.