

Trigger & Stressor Tracker for Teams

Recognize patterns. Reduce overwhelm. Build resilience.

INSTRUCTIONS:

This worksheet helps teams identify and track recurring stressors or triggers within the organization. Use it during team meetings, wellness planning sessions, or as an individual reflection tool. The goal is not to blame—but to build awareness and plan proactive responses.

Step 1: Identify Common Stressors

Check any of the following stressors or triggers that have been present in your team’s recent experience:

Category	Common Stressors/Triggers
☐ Workload & Time	Unrealistic deadlines, understaffing, long hours
☐ Communication & Clarity	Unclear expectations, mixed messages, frequent changes
☐ Emotional Demands	High-stakes decisions, emotionally intense work
☐ Support & Resources	Lack of supervision, missing tools or information
☐ Interpersonal Dynamics	Conflicts, exclusion, feeling unheard
☐ Recognition & Value	Feeling unappreciated, efforts not acknowledged
☐ Personal Triggers	Past traumas, perfectionism, imposter syndrome
☐ Other (Specify)	_____
☐ Other (Specify)	_____

Step 2: Track Patterns

Which triggers show up most often?

When do they tend to occur? (e.g., specific times of day, during certain meetings)

Are there connections between stressors and burnout risk?

Step 3: Plan a Proactive Response

For one major stressor identified:

Describe the trigger:

What can the team do to reduce its impact?

Who will lead or model this shift?

Affirmation:

Awareness is the first step to change. When we name what drains us, we can plan for what restores us.

