

Burnout Risk Snapshot (Team Version)

Spot burnout before it becomes breakdown.

INSTRUCTIONS:

This worksheet helps you take a collective look at how your team is doing. It's not about diagnosing individuals—it's about identifying environmental red flags and emotional patterns that may indicate your team is stretched too thin. Complete as a leadership team, wellness committee, or department head group.

Step 1: What Are We Seeing?

Check any signs below that have been consistently observed in your staff over the past 1–3 months.

your workplace sustaining your people—or silently wearing them down?

Emotional & Behavioral Signs

- ☐ Increased irritability, tension, or conflict among staff
- ☐ Disengagement or apathy in meetings
- ☐ Increased absenteeism or lateness
- ☐ Frequent complaints of being “overwhelmed” or “just tired”
- ☐ Emotional outbursts or withdrawal from usual team interactions
- ☐ Staff avoiding leadership or feeling hesitant to speak up
- ☐ Drop in creativity or initiative
- ☐ Staff expressing doubt in their role, purpose, or value



Step 2: What Might Be Contributing?

Check any workplace stressors or systemic patterns that may be increasing burnout risk:

Environmental & Organizational Factors

- ☐ Excessive workload or unclear expectations
- ☐ Lack of coverage during time off or crisis
- ☐ Constant schedule changes or emergency demands
- ☐ Staff managing emotionally intense roles without decompression
- ☐ Insufficient supervision, feedback, or professional development
- ☐ Cultural silence around stress, emotion, or exhaustion
- ☐ Lack of recognition or celebration of team efforts
- ☐ Inequitable distribution of emotional or logistical labor

Step 3: What Needs Attention Now?

Discuss as a group:

What patterns do we see that may point to rising burnout?

What surprised us—or confirmed what we already suspected?

Which contributing factors are within our power to shift this quarter?



Step 4: Our Burnout Prevention Commitment

Name one short-term change and one long-term strategy your team is committing to:

Short-term shift (next 30 days):

Long-term improvement goal:

Affirmation:

Burnout is not inevitable. Culture can change—and it starts with us.