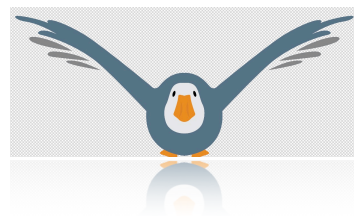


How do normal, stress and burnout compare?

Why not print this out and fill in the last column.



	1	2	3	4
	Normal	Bad Stress	Burnout	Your experience
During a work day	Does what feels right - able to deal with changing goals - advanced juggling no problem	Trying to fit it all in - but finding cannot. Juggling balls and dropping them. Change - not easy.	Trying to avoid everything. Hostile resistance to change. No longer able to juggle. The balls are now on the floor occasionally picked up/ put down.	?
Workload energy cup	Cup level variable & acceptable. Easily topped up Everything pretty much in balance	Cup full , but...too full - over-flowing. Running just to stand still.	Cup damaged .. then smashed and no longer fit for purpose . Efficiency plummet. Dragging self forwards but in reality probably going backwards.	?
Overriding feeling	Enjoyment of life - a mix of busy and proper relaxing	Besieged. No time for anything. Hard to relax.	Overwhelm. No energy left to feel besieged. Given up, lost interest, "defence" mode, agitation/irritation	?
Energy level	Good... easily recharged . Holidays energise.	Weary but generally refreshed by short breaks/ holiday	Exhausted. Often dread booking, going on and returning from breaks. Return unrefreshed and/or dreading going to work when back	?
Sleep	Refreshing. Awake feeling ready to face the day.	Sleep may be affected ... often getting off to sleep is hard or wake up a lot.	Sleep dramatically affected. May feel as if haven't had any. Wake up tired /unrefreshed. REM & deep sleep poor / very poor. If depression concurrent.. early morning wakening may occur too.	?
Hormones	In synchrony	Morning cortisol high	Morning cortisol low	N/A
Achievement	Feel are getting things done	Don't feel on top of anything but trying	No longer wish to be on top of anything.. feel beyond caring. Having on by fingernails.	?
Attitude to eg. a client choosing tiles for their kitchen	'You'd like to change from blue to green tiles? I'll get a colour swatch for our next meeting '	"You want green tiles... no problem but I haven't got time to find them.. you'll have to source them"	Client asks if green tiles would look OK or whether other colours would look better...you think 'who the hell cares' .. and say 'green ... fine" - ie. just not interested	?

This factsheet /exercise may help to highlight how burnout is affecting you in real terms and with luck will encourage honestly "with the self". It may also help you explain to others how you are feeling.

It also shows our "ground floor upwards" approach which is not - as some burnout websites are - telling someone to "just get a better nights sleep" (as if they haven't tried!). Our steady, build on bite sized learnings approach gives a stable foundation - preparing ground ready for some real & sustainable progress.

The "normal" (column 1) often surprises those with burnout. They have often forgotten what normal feels like. It can be quite a shock. Your choices in column 4 more like column 1? Great! But don't worry if your written entries resemble the third. If you have burnout - your answers WILL be more like column 3. The sooner one faces up to this the sooner one can get some things in place to return to column 1.

Our methodology is simple: steady, supported learning about burnout from experts with the aim of understanding, preventing &/or reversing burnout

