

Over the years, our coaching firm has heard many professionals say, “I’m so burned out. Others demand and expect things I can’t control. And I demand the best from myself.” Stress can become overload and sustained overload (particularly when it involves people and organizations) can lead to burnout. Where are you on the stress, overload, and burnout spectrum? Take this nonscientific but revealing assessment below and if necessary, take action.

Directions:

1. Print out the form.
2. Circle the number that most closely describes which side of the list best describes you. For example, if you circle “1” beside optimistic about the future, you feel much more optimistic than you feel trapped. If you circle “5” you definitely feel trapped and don’t feel optimistic at all.
3. Add up the total and compare to the categories at the end of the assessment.

Optimistic about the future	1 2 3 4 5	Don't hold out much hope for tomorrow
I can work through this	1 2 3 4 5	I want to run
A day off is a real boost	1 2 3 4 5	Even a holiday wouldn't do it
Energized - physically, emotionally, spiritually	1 2 3 4 5	Exhausted - physically, emotionally, spiritually
I'm reasonably fun to be with	1 2 3 4 5	I'm no fun to be around
Feel up and can be animated	1 2 3 4 5	Feel down and it's a performance
Enjoy talking about what I'm doing	1 2 3 4 5	Talking to people is a chore
Don't mind answering phone or email	1 2 3 4 5	Hate to hear the phone ring or open inbox
Aware of other's encouragement	1 2 3 4 5	Feel others have abandoned me
Talk positively about other people	1 2 3 4 5	I'm critical of almost everyone
Passionately engaged with projects and interests	1 2 3 4 5	Indifferent to things I was interested in
Normally physically involved	1 2 3 4 5	Withdrawn from things I'm normally involved in
Positively respond to requests	1 2 3 4 5	Feel others are just using me
Shared sense of excitement with my spouse	1 2 3 4 5	Communication is diminished, flat or strained
Generally very open to people	1 2 3 4 5	People are an interruption
Feel in control of work situations	1 2 3 4 5	Work situations seem out of my control
I enjoy getting to my work	1 2 3 4 5	Must push myself to do my work
My hours at work seem reasonable	1 2 3 4 5	There are never enough hours
I'm a good worker	1 2 3 4 5	My performance is way down
Decision-making is crisp and decisive	1 2 3 4 5	Hard time making clear decisions
I calmly go through my day	1 2 3 4 5	Often feel worry, panic or sadness
I'm conscientious about what I do	1 2 3 4 5	Must push myself to care
I have healthy, everyday emotions	1 2 3 4 5	My emotions seem all over the place
God feels near	1 2 3 4 5	God feels distant and uninterested
I have a positive attitude to daily life	1 2 3 4 5	It's hard not to be completely negative
I know I play an important role	1 2 3 4 5	I feel worthless and useless
My memory is sharp	1 2 3 4 5	I often forget a lot of simple things
Not many aches and pains	1 2 3 4 5	Unexplained aches and pains
I have no addictive or get away behaviors	1 2 3 4 5	I need something to feel up or escape
I go to bed relaxed	1 2 3 4 5	My brain doesn't seem to turn off
I have interests and hobbies for time off	1 2 3 4 5	I just crash, no interest
Generally positive	1 2 3 4 5	More often than not, cynical

32 - 130 Coaching can assist you to get clarity, maintain momentum and remain a positive, forward moving professional. Build the margins you need in life. Be intentional about making adjustments and improving strategies and you will be fine. If you are scoring toward the top end of this scale, a conversation could help you determine next steps to reduce stress.

130 - 160 You may be running in the red. It may be time to consider further help. First, get coaching on life, work and leadership issues to develop new sustainable strategies moving forward. Secondly, consider contacting a mental or medical professional to discuss the physical and emotional symptoms you may be concerned about.

We are an executive and leadership performance coaching firm, not therapy or medical practitioners. This list is created from the experiences of leaders we've coached. Our coaching is designed to help you put new personal and leadership strategies in place to avoid those things that can lead to burnout. If you need other professional help, please seek it out.