

ARE YOU HEADING FOR BURNOUT?

A 10-QUESTION SELF-ASSESSMENT

This evidence-informed self-assessment is designed to help you recognise possible early signs of burnout. It is a tool for self-reflection and awareness — not a medical diagnosis.

IMPORTANT

This is a self-reflection tool to help you understand your experience of burnout. If you are in distress, please seek professional support.

INSTRUCTIONS

1. Read each statement carefully.
2. Think about the past few weeks.
3. Rate how often you have felt this way.
4. Use the 0–4 scale below.

0	1	2	3	4
Never	Rarely	Sometimes	Often	Always

IN THE PAST FEW WEEKS...	NEVER	RARELY	SOMETIMES	OFTEN	ALWAYS
1. I feel physically and mentally exhausted, even after resting.	☐	☐	☐	☐	☐
2. I find it difficult to recover my energy after a day's work.	☐	☐	☐	☐	☐
3. I struggle to find enthusiasm or motivation for my work.	☐	☐	☐	☐	☐
4. I feel increasingly detached, cynical or indifferent about my work.	☐	☐	☐	☐	☐
5. I find it difficult to concentrate or stay focused at work.	☐	☐	☐	☐	☐
6. I make mistakes or forget things because my mind feels overloaded.	☐	☐	☐	☐	☐
7. I become more irritable or emotionally reactive than I normally would.	☐	☐	☐	☐	☐
8. I feel that ordinary tasks require more effort than they should.	☐	☐	☐	☐	☐
9. I feel that my work is taking more out of me than I can recover from.	☐	☐	☐	☐	☐
10. I feel that I am struggling to keep going at my current pace.	☐	☐	☐	☐	☐

SCORING

Each response is scored from 0 to 4.
Add your 10 scores together.
Maximum score = 40.

YOUR TOTAL SCORE
_____/ 40

SCORE RANGE	LEVEL	WHAT IT MEANS
0–9	LOW CONCERN	Few warning signs are showing. Keep protecting the habits, boundaries and recovery time that support your wellbeing.
10–19	EARLY WARNING SIGNS	Some warning signs are present. This is a good time to identify what is draining you and make practical changes.
20–29	SIGNIFICANT CONCERN	Your answers suggest substantial burnout-related strain. Take the pattern seriously and consider talking with someone you trust or a health professional.
30–40	HIGH CONCERN	Your answers indicate a high level of burnout-related strain. Consider seeking professional support, particularly if difficulties persist or affect your ability to function.

All ten questions point in the same direction. The higher your answers, the greater the number of warning signs you are reporting. There is no reverse scoring.

WHAT NEXT?

Pause and reflect.
Be honest with yourself about what is taking the most out of you.

Protect recovery.
Create more genuine time away from work and other demands.

Review the load.
What could you stop, postpone, delegate, renegotiate or simplify?

Talk to someone.
Consider who could help you think clearly about what needs to change.

ABOUT THE ASSESSMENT

This tool draws on established research into burnout, including the Burnout Assessment Tool (BAT) and Copenhagen Burnout Inventory (CBI). It reflects four research-informed dimensions: exhaustion, mental distance, cognitive impairment and emotional impairment.

DISCLAIMER

This self-assessment is for education and self-reflection only. It is not intended to diagnose or treat any medical condition. If you are concerned about your wellbeing, speak with a qualified health professional.

A GENTLER RHYTHM STARTS WITH ONE SMALL STEP

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Slow down and
breathe

A 21-Day Guided Journal to Reduce
Stress and Find Balance

Terry Nightingale



Sloths Are Awesome

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Sloths Are Awesome is part of the Animal Instincts series, where lessons from the natural world become practical tools for healthier work and richer living.