

Burnout Risk Reflection Tool

Use this tool to help identify and reduce key sources of burnout risk in your team or workflow.

Identify One Burnout Risk

Which of these seems most relevant to your current context?

- Chronic workload without recovery
(Deadlines feel constant, no time to rest and recharge, recovery is rare)
- Lack of role clarity or shifting priorities
(Roles are blurry, expectations and tasks change frequently, priorities compete)
- Low recognition or feedback
(Efforts often go unnoticed, little praise or constructive input)
- Lack of autonomy or decision input
(People feel micromanaged or excluded from decisions that affect them)
- Broken trust, poor support, or lack of psychological safety
(Team members hesitate to speak up or ask for help)
- Others: _____

Reflection

What's contributing to this issue in your environment?

What message might your current systems or behaviours be sending?

Action Planning

What supportive action or change could help ease this pressure for you or your team?

What's one specific action you'll trial in the next 7 days?
