

Spotting Burnout: Worksheet

Make the connection between burnout and elevating awareness as a manager.

DIRECTIONS

Think about each of your direct reports and put their names in the first column below. Using the rating scale below, answer the following questions for each direct report.

Question 1. This employee demonstrates signs of exhaustion

Question 2. This employee is cynical (negative, distrusting, disparaging.)

Question 3. This employee doesn't feel like she/he is making a difference at work.

Rating Scale:

1 = Strongly Disagree

2 = Disagree

3 = Neither Disagree or Agree

4 = Agree

5 = Strongly Agree

Burnout Score: Add up Questions 1-3 for a Total Score.

9 or Less, GREEN: Keep an eye for change, but this employee does not seem to be at risk.

10-11, YELLOW: This employee may be a risk. Talk to them about how they feel engaged and how you can further support as their manager

12 or More, RED: This employee could be burning out. Consider the stages of burnout and how you can support using the resources and demand approach.

Employee Name	Question 1	Question 2	Question 3	Total Score	Color

ABOUT LIMEADE

Limeade is an immersive employee well-being company that creates healthy employee experiences. Limeade Institute science guides its industry-leading software and its own award-winning culture. Today, millions of users in over 100 countries use Limeade solutions to navigate the future of work. By putting well-being at the heart of the employee experience, Limeade reduces burnout and turnover while increasing well-being and engagement — ultimately elevating business performance.

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