



ARE YOU HEADING TOWARDS BURNOUT?

WHILE A LITTLE SPARK OF FIRE CAN BE THRILLING OR MOTIVATING, HOW MUCH IS TOO MUCH? TAKE THIS 5-MINUTE QUIZ AND DISCOVER WHERE YOU ARE IN THE FIVE STAGES OF BURNOUT.

AUTHOR, KELLI PORCARO
AUGUST, 2019

BURNOUT QUIZ

If you're here, it's most likely that you are experiencing some of the symptoms and effects of burnout. And guess what...you are not alone. According to a recent Gallup study, two-thirds of full-time workers experience burnout on the job either very often or sometimes.

So what does burnout look like for you? This short quiz is not meant to diagnose you, but rather to increase your self-awareness around burnout, and begin to identify where the flames of burnout are the hottest for you!

IN THE LAST 30 DAYS HAVE YOU EVER EXPERIENCED **FEELING**:

1. **Exhausted** from the pace of life.

- a. Yep all the time.
- b. Yea, quite a bit
- c. Ok, maybe sometimes
- d. Nope, not a chance

2. **Out of control** of workplace expectations and daily workload.

- a. Yep all the time.
- b. Yea, quite a bit
- c. Ok, maybe sometimes
- d. Nope, not a chance

3. **Depleted, empty, or drained** at the end of the day with no energy to bring home?

- a. Yep all the time.
- b. Yea, quite a bit
- c. Ok, maybe sometimes
- d. Nope, not a chance

4. So stressed and pressured that your ability to think creatively and solve problems is stunted?

- a. Yep all the time.
- b. Yea, quite a bit
- c. Ok, maybe sometimes
- d. Nope, not a chance

5. Dread at the thought of going to work to face another day?

- a. Yep all the time.
- b. Yea, quite a bit
- c. Ok, maybe sometimes
- d. Nope, not a chance

6. Trapped with no way out?

- a. Yep all the time.
- b. Yea, quite a bit
- c. Ok, maybe sometimes
- d. Nope, not a chance

IN THE LAST 30 DAYS HAVE YOU EVER EXPERIENCED THINKING:

7. Your day can be compared to running on a hamster wheel full speed and getting nowhere?

- a. Yep all the time.
- b. Yea, quite a bit
- c. Ok, maybe sometimes
- d. Nope, not a chance

8. Your skills, knowledge, and capabilities are overlooked by others.

- a. Yep all the time.
- b. Yea, quite a bit
- c. Ok, maybe sometimes
- d. Nope, not a chance

9. It's impossible to catch up with the work demands.

- a. Yep all the time.
- b. Yea, quite a bit
- c. Ok, maybe sometimes
- d. Nope, not a chance

10. Is this worth it?

- a. Yep all the time.
- b. Yea, quite a bit
- c. Ok, maybe sometimes
- d. Nope, not a chance

11. Once I get through this week, things will settle down and be better.

- a. Yep all the time.
- b. Yea, quite a bit
- c. Ok, maybe sometimes
- d. Nope, not a chance

12. How did I get myself into this situation and how do I get out?

- a. Yep all the time.
- b. Yea, quite a bit
- c. Ok, maybe sometimes
- d. Nope, not a chance

IN THE LAST 30 DAYS HAVE YOU EVER EXPERIENCED:

13. Stress levels at work leaking into other areas of your life?

- a. Yep all the time.
- b. Yea, quite a bit
- c. Ok, maybe sometimes
- d. Nope, not a chance

14. Difficulty connecting with others?

- a. Yep all the time.
- b. Yea, quite a bit
- c. Ok, maybe sometimes
- d. Nope, not a chance

15. Making decisions to please others at the sacrifice of self.

- a. Yep all the time.
- b. Yea, quite a bit
- c. Ok, maybe sometimes
- d. Nope, not a chance

16. An increased level of forgetfulness?

- a. Yep all the time.
- b. Yea, quite a bit
- c. Ok, maybe sometimes
- d. Nope, not a chance

17. Struggling to stay focused?

- a. Yep all the time.
- b. Yea, quite a bit
- c. Ok, maybe sometimes
- d. Nope, not a chance

18. Difficulty falling asleep?

- a. Yep all the time.
- b. Yea, quite a bit
- c. Ok, maybe sometimes
- d. Nope, not a chance

19. Differences in your body including weight, headaches, GI problems or heart palpitations?

- a. Yep all the time.
- b. Yea, quite a bit
- c. Ok, maybe sometimes
- d. Nope, not a chance

20. Mood swings and more outbursts?

- a. Yep all the time.
- b. Yea, quite a bit
- c. Ok, maybe sometimes
- d. Nope, not a chance

SCORING

Review the answers to your questions and total up your points as follows:

Each A answer = 3 points

Each C answer = 1 point

Each B answer = 2 points

Each D answer = 0 points

	A	B	C	D
Total Points				

To score, we are going to leverage the four stages of fire development according to International Fire Service Training Association (IFSTA): **Ignition, Growth, Fully Developed, and Decay.**

If you scored:

0-12 Fire Resistant: Things seem to be moving at a manageable pace. If this is where you feel most comfortable, continue to do what you are doing. For some, you may be looking for a little spark or pressure to motivate you. If that's you, what might that spark look like and how can you get it?

13-24 Ignition: You have all the elements to create a fire and with one little spark, the fire starts to burn. For some, this can be motivating and inspire great work. For others, this can feel overwhelming. What areas do you need to watch to prevent the spark from turning into flames?

25-36 Growth: The fire is beginning to grow. There are many factors influencing its growth. Pay attention to what is triggering the growth and your reactions to it. Does it feel manageable, or is the fire growing at a pace that is beginning to feel out of your control? And, how is this fire influencing your work and home life?

37-48 Fully Developed: This is the hottest stage of the fire and the most dangerous. If you are trapped in a fully developed fire, an escape plan can be difficult on your own. Pay attention to what led you to this stage. What was in your control? What was not?

49-60 Decay: This is typically the longest stage of fire and is associated with a significant decrease in oxygen or fuel, or in your case, meaning and motivation. This is the final stage that threatens your health and puts you in a place of burnout. The danger in this stage is not having the energy or community to get back to a pace that allows you to thrive.

WHAT IS BURNOUT?

According to the World Health Organization (WHO), "Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed."

It is characterized by these dimensions:

- Feeling depleted and exhausted
- Experiencing mental distance from your work
- Feeling negative or cynical towards your job
- Experiencing a lower level of professional effectiveness

Burnout is a gradual process that can start to simmer without your awareness. It is often the result of a prolonged feeling of stress and being stretched **mentally, emotionally, and physically**. It often results in:

- Detachment from work, lower productivity, cynicism, and lower motivation
- Detachment from meaningful relationships, with nothing more to give
- Reduced sense of wellbeing and decreased health

Maybe you recognize the impact of burnout in your professional and personal life including your relationships, health and wellbeing, and overall life satisfaction? Or maybe you are looking for a way to prevent burnout. This week, PRACTICE the following to begin to control the flames of burnout.

Practice

- ✓ Pay attention to how your FEELINGS influence how you perceive your circumstances. Challenge yourself to stop in the moment and ask yourself, "How am I feeling right now?"
- ✓ When you recognize a feeling, ask "How else am I feeling?" We often stop at the surface level emotion when there is really more beneath the surface. Be curious about that and keep asking yourself "what else?" until you hit what seems like a complete list.
- ✓ While you pay attention to your feelings, also notice your THOUGHTS. What thoughts are running through your head in the moment? Are they filled with possibility or dread? How do they influence your feelings?
- ✓ If you could choose, how do you want to feel in these moments? What thoughts will help you get there?
- ✓ And finally, what one or two things can you do this week to slow down and catch your breath? It may feel impossible, but is there even one small thing that will give you a break?

ABOUT EQuip Studios

Hi, I'm Kelli. A few years ago, I was in what I thought was my dream job. I wanted to feel challenged. I wanted to have a job that allowed me to stretch my limits, think creatively, and take some calculated risks. This was that and more.

I came out of the gate running with great purpose. I had a team and I cast a vision. People were excited and responsive in support of the mission. The team rallied together and we made great progress!



Over time, I was given more responsibility. So I ran harder and faster. Special projects came along and I was requested to be part of them. Like the circus performer balancing spinning plates on a stick, I would run, bend, twist, and turn to keep all the plates spinning.

I did well at first. I was pleased that I was spinning three to four plates steadily. Eventually, I was spinning about seven plates and I just couldn't do it anymore. I asked my boss for help. I did get some support, but it was short-lived. I was starting to resent the people around me and the unfair expectations that were assigned to me.

Soon after, I lost my view of the mission. The flames of burnout were out of control and threatening to consume me. I was suddenly focused on survival. My sense of balance was off, and rather than thinking of creative possibilities, I looked for shortcuts. I didn't feel like the best version of myself. Eventually all the spinning plates crashed to the floor and the words, "I quit" came out of my mouth.

I'm not suggesting you quit your job. What I am saying is that stress and overwhelm can build and smolder over time without your awareness, until you find yourself in the flames of personal and professional burnout. **It doesn't mean you are weak. It does mean something needs to change.** And that's what I set out to do. Change!

I engaged in a process that helped me grow in my own self-awareness, redefine success, and ruthlessly eliminate burnout from my life. Sure I slip up once in awhile. But I have a much better handle on my response to challenging situations. I'm still a high capacity performer. But I've figured out a way to be that without fanning the flames of burnout.

If you're struggling on the road to burnout... or you're already there and you're not sure what to do about it, let's talk. Contact us at Info@EQuipStudios.net to set up a 30-minute complimentary session to discuss your possibilities and options. Or, checkout out our services at thepractice.EQuipStudios.net/subscribe/.



Kelli is the founder of EQuip Studios. She is a Professional Certified Coach with the International Coach Federation and a Master Certified Emotional Intelligence Practitioner. EQuip Studios partners with individuals and organizations to unlock infinite possibility to achieve sustainable outcomes.

Kelli Porcaro, PCC, EQAC, EQMC
Principal Consultant