

Are You Burning Out? A 10-Question Self-Assessment

By **Lana Wray** | HR Leader & Author of *Wired to Burn Out*

Burnout doesn't arrive with a warning label. It builds quietly — in the extra hours you don't notice, the enthusiasm you can't quite find, the exhaustion that sleep doesn't fix.

This quick self-assessment will help you understand where you stand. Be honest with yourself. There are no wrong answers — only useful ones.

How It Works

Rate each statement from **1 to 5** based on how often it applies to you:

Score	Meaning
1	Never / Rarely
2	Occasionally
3	Sometimes
4	Often
5	Almost Always

Write your score next to each question, then add them up at the end.

The 10 Questions

1. I feel emotionally drained at the end of my workday.

Score: ____

Even if you love your job, chronic emotional depletion is one of the earliest and most reliable signs of burnout. Pay attention to how you feel at 6 PM — not just at 6 AM.

2. I dread Monday mornings (or the start of my work week).

Score: ____

A persistent sense of dread about returning to work goes beyond "normal" preference for weekends. It signals that your nervous system is associating work with threat.

3. I have trouble falling asleep or staying asleep because of work-related thoughts.

Score: ____

When your brain can't switch off, it's often stuck in a stress loop. Burnout disrupts your body's ability to downregulate — even when you're physically safe in bed.

4. I feel cynical or detached about my work, colleagues, or the company's mission.

Score: ____

Cynicism is your psyche's defense mechanism. When caring becomes too costly, your brain protects you by making you stop caring. This is depersonalization — a core dimension of burnout.

5. I struggle to concentrate or make decisions that used to be easy.

Score: ____

Chronic stress literally shrinks the prefrontal cortex — the part of your brain responsible for focus, planning, and decision-making. If you feel "foggy," it's not laziness. It's neurology.

6. I feel like my work doesn't matter, no matter how much effort I put in.

Score: ____

Reduced sense of personal accomplishment is the third pillar of clinical burnout. When effort consistently fails to produce meaning, your motivation system starts to shut down.

7. I get sick more often than I used to (headaches, colds, stomach issues, muscle tension).

Score: ____

Burnout is not "just mental." Prolonged cortisol exposure suppresses your immune system, disrupts digestion, and creates chronic inflammation. Your body is keeping score.

8. I find it hard to be present with family or friends after work — I'm physically there but mentally absent.

Score: ____

When work consumes your cognitive and emotional resources, there's nothing left for the people who matter most. This spillover effect is one of burnout's most damaging consequences.

9. I rely on caffeine, alcohol, food, or screen time to cope with stress more than I'd like to admit.

Score: ____

Unhealthy coping mechanisms are a signal, not a character flaw. When your nervous system is overwhelmed, it reaches for whatever provides immediate relief — even at a long-term cost.

10. I've thought about quitting, but I feel too exhausted to even look for something new.

Score: ____

This is the burnout trap: you're too depleted to stay, and too depleted to leave. If this resonates, you're not stuck because you're weak. You're stuck because burnout has consumed the very resources you'd need to make a change.

Your Total Score: _____

Add up all 10 scores.

What Your Score Means

□ 10-22: Green Zone — You're Managing Well

You're in a healthy range. You may experience occasional stress, but you have the resources and recovery capacity to handle it. **This is the time to build resilience habits** — not after you're already burned out.

Your move: Keep doing what's working. Build awareness of your stress patterns so you can catch early shifts before they escalate.

□ 23-36: Yellow Zone — Warning Signs Are Present

You're showing meaningful signs of chronic stress that could develop into full burnout if left unchecked. This is the most critical zone — because **it's still reversible**, but only if you act now.

Your move: Identify your top 2-3 stressors and take one concrete action this week to address them. Consider whether your workload, boundaries, or recovery habits need adjustment.

□ 37-50: Red Zone — You're in Burnout Territory

This score suggests you're experiencing significant burnout symptoms across multiple dimensions — emotional, cognitive, physical, and relational. **This is not something you can push through.** Your brain and body are telling you something important.

Your move: Prioritize recovery as a non-negotiable. Seek support — from a therapist, a coach, a trusted leader, or a structured recovery framework. You didn't get here overnight, and you won't recover overnight. But recovery IS possible.

What Now?

This self-assessment gives you a snapshot. But understanding why you burn out — and building a personalized recovery plan — requires going deeper.

In **Wired to Burn Out**, I break down the neuroscience of burnout, the workplace patterns that fuel it, and a step-by-step workbook approach to reclaiming your energy, focus, and career satisfaction.

📖 [**For a complete recovery plan, get Wired to Burn Out on Amazon**](#)

Lana Wray is an HR leader with 15+ years of experience in the tech industry. She has guided hundreds of professionals through career transitions, performance challenges, and burnout recovery.

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