

The Burnout Check-In Workbook

A clear way to understand where your energy is
actually breaking down

HOW TO USE THIS WORKBOOK

This workbook is designed to help you understand where burnout is actually breaking down for you.

It is not a productivity guide.

It is not a quick fix.

It is not meant to motivate or push you.

There are no right or wrong answers.

Move through this workbook slowly.

Read each statement carefully.

Circle what feels true, not what you think should be true.

The goal of this workbook is awareness, not action.

Clarity comes before change.

THE CORE PHILOSOPHY

Burnout is not caused by doing too much.

It is caused by **misdirected energy, unclear outcomes,** and **unresolved internal strain.**

Burnout is not a signal to stop working.

It is a signal to **realign energy, restore self-trust,** and **eliminate what quietly drains it.**

THE BURNOUT PROGRESSION

Burnout rarely happens all at once.

Most people experience burnout as a progression, not a single moment.

Stage 1: Eroded Self-Trust

Stage 2: Uncontained Responsibility

Stage 3: Misaligned Energy Expenditure

Stage 4: Absence of Structure and Direction

Burnout becomes overwhelming when these stages go unrecognized.

STAGE 1: ERODED SELF-TRUST

Circle any statements that feel true.

- I second-guess decisions even after I've made them.
- I replay conversations or choices in my head longer than necessary.
- I hesitate to act because I'm afraid of choosing wrong.
- I trust other people's judgment more than my own.
- Making decisions about what's next creates anxiety.

STAGE 2: UNCONTAINED RESPONSIBILITY

Circle any statements that feel true.

- I feel responsible for other people's emotions or outcomes.
- I say yes more often than I want to avoid disappointing others.
- Rest makes me feel guilty rather than relieved.
- I carry problems that aren't fully mine to solve.
- I feel drained from trying to show up for everyone.

STAGE 3: MISALIGNED ENERGY EXPENDITURE

Circle any statements that feel true.

- My effort doesn't feel matched by fulfillment or progress.
- I spend energy on things that don't move my life forward.
- I stay busy, but I don't feel effective.
- I rely on distractions to get through the day.
- Most days end with depletion instead of satisfaction.

STAGE 4: ABSENCE OF STRUCTURE AND DIRECTION

Circle any statements that feel true.

- I have goals, but no clear system to reach them.
- My days feel reactive instead of intentional.
- I struggle to decide what deserves my energy first.
- I have too many ideas and not enough follow-through.
- Not knowing what to do next feels overwhelming.

IF YOU CIRCLED STATEMENTS IN STAGE 1

ERODED SELF-TRUST

- This indicates a breakdown in confidence in your own judgment and decision-making.
- When left unaddressed, overthinking replaces momentum and anxiety increases.
- Burnout deepens as energy is spent doubting instead of moving forward.

This does not mean something is wrong with you. It means something important needs attention.

IF YOU CIRCLED STATEMENTS IN STAGE 2

UNCONTAINED RESPONSIBILITY

- This indicates that responsibility has expanded beyond healthy emotional and relational boundaries.
- When ignored, emotional weight accumulates and rest begins to feel underserved.
- Burnout intensifies because energy is constantly spent carrying what isn't fully yours.

This does not mean something is wrong with you. It means something important needs attention.

IF YOU CIRCLED STATEMENTS IN STAGE 3

MISALIGNED ENERGY EXPENDITURE

- This indicates that effort is being invested without meaningful return or fulfillment.
- When unresolved, motivation declines and distraction increases.
- Burnout grows because energy leaks faster than it can be restored.

This does not mean something is wrong with you. It means something important needs attention.

IF YOU CIRCLED STATEMENTS IN STAGE 4

ABSENCE OF STRUCTURE AND DIRECTION

- This indicates a lack of systems to convert effort into progress.
- When prolonged, overwhelm replaces clarity and consistency disappears.
- Burnout peaks because nothing feels finished, directed, or contained.

This does not mean something is wrong with you. It means something important needs attention.

WHY ORDER MATTERS

Burnout is not resolved by working harder, resting longer, or becoming more disciplined.

It resolves by addressing the underlying breakdown in the correct sequence.

Without **self-trust**, decisions require excessive mental energy.

Without **contained responsibility**, effort expands endlessly.

Without **aligned energy**, motivation declines regardless of rest.

Without **structure**, progress feels scattered and unfinished.

Burnout recovery follows a sequence: restoring self-trust, containing responsibility, realigning energy, and then building structure.

Changing the order may create short-term relief, but it does not create stability.

WHAT THIS WORKBOOK DOES... AND DOES NOT DO

This workbook does:

- Help you identify where burnout is actually occurring
- Explain why certain efforts have not worked
- Provide clarity without pressure

This workbook does not:

- Tell you what to do next
- Fix burnout on its own
- Replace support or structured help

CLOSING

Awareness creates choice.

This workbook is designed to help you see your situation more clearly, not to rush you into action.

If this helped you recognize where burnout is breaking down for you, the next step is learning how to move through the stages in order, without forcing or overcorrecting.

Further guidance and structured support are intentionally separate from this workbook.

CYRUS AUSAR

This framework was developed through years of working with high-functioning professionals navigating burnout, overwhelm, and uncertainty during demanding seasons of life.

Through one-on-one sessions, workshops, and conversations across industries, consistent patterns emerged that traditional productivity and stress-based approaches failed to address.

This workbook reflects those patterns and the structure used to help people regain self-trust, contain responsibility, and direct their energy with intention.

Further guidance and structured support are intentionally separate from this workbook.