

Burnout: Six Signs, One Test

The six signs of burnout, the one test that separates it from depression, and the moves three institutions actually recommend.

✓ **Verified against published guidance** from Cleveland Clinic, the World Health Organization & Mayo Clinic · sources below

Mayo Clinic says burnout symptoms can also be linked to health conditions such as depression, and that it is worth talking to a health care professional or a mental health professional. Cleveland Clinic says burnout and depression can resemble one another and can show up together.

✓ Do This

Check In Twice Every Day

- Ask how you are emotionally
- Ask how you are physically
- Lunch and end of work

COACH'S TIP Cleveland Clinic names the habit.

Take The Stepping Away Test

- Relief away from work
- Points at burnout
- Symptoms that follow you do not

COACH'S TIP Cleveland Clinic gives that example.

Pick One Boundary This Week

- Name it out loud
- Defend it for seven days
- Then add a second

COACH'S TIP Cleveland Clinic names boundaries first.

Talk To Your Boss

- Set realistic goals
- Find out what can wait
- Ask what changes are possible

COACH'S TIP That is Mayo Clinic's first suggestion.

Move Your Body Regularly

- Walk at lunch
- Join a gym
- Anything regular counts

COACH'S TIP Mayo and Cleveland both list exercise.

Protect Sleep Like A Meeting

- Same times each day
- Sleep restores wellbeing
- It is on the recovery list

COACH'S TIP Mayo Clinic names sleep directly.

✗ Do Not

Do Not Call It A Character Flaw

- It follows unmanaged stress
- Not a personal failing
- The WHO defines it that way

COACH'S TIP The WHO names workplace stress.

Do Not Wait For It To Pass

- Doing nothing makes it worse
- You may stop coping
- Sleep and health follow it down

COACH'S TIP Mayo Clinic lists those costs.

Do Not Treat It As Depression

- The two need different treatment
- They can also overlap
- A professional tells them apart

COACH'S TIP Mayo Clinic says they differ.

Do Not Rely On One Week Off

- A break helps and it tests it
- But recovery takes routine
- And boundaries you keep

COACH'S TIP Cleveland Clinic says it takes work.

Do Not Stay Reachable All Day

- Technology invites it
- Around the clock access
- Boundaries are the answer

COACH'S TIP Cleveland Clinic names that pressure.

Do Not Skip The Early Stages

- Honeymoon feels like pride
- Onset of stress gets pushed through
- Both are easy to miss

COACH'S TIP Cleveland Clinic names five stages.

THE NUMBERS BEHIND THIS SHEET

Three figures worth knowing

3 dimensions define burn-out in the ICD-11, per the World Health Organization

5 stages providers commonly break burnout into, per Cleveland Clinic

6 signs Cleveland Clinic lists for recognizing burnout