



**MENTALLY  
UNITED**

Empowering Mental Wellness and Connecting Communities

# BURNOUT

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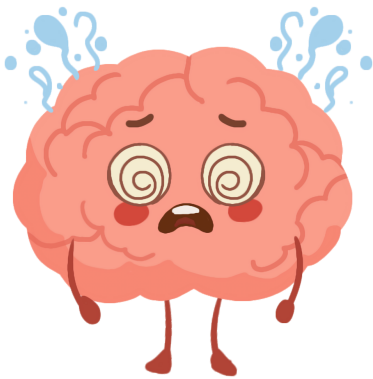


# UNDERSTANDING BURNOUT

Burnout is a state of deep exhaustion that affects your mind, body, and emotions. It can impact your motivation, focus, and ability to function day to day.

Burnout is a multidimensional experience that shows up in different ways. It often develops gradually — starting with ongoing stress and tiredness, and over time leading to feelings of detachment, frustration, and reduced energy or productivity. If left unaddressed, burnout can begin to affect both mental and physical health.

## 3 ways in which burnout can manifest

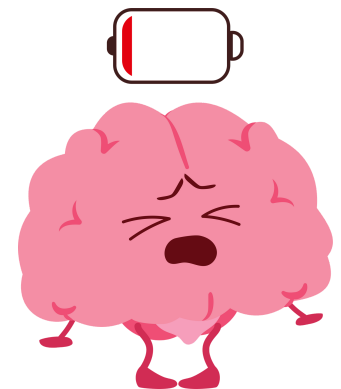


### Emotional Exhaustion

A deep sense of emotional depletion — feeling drained, overwhelmed, or unable to keep up with daily demands. This can show up as frustration, irritability, or feeling disconnected from things that once mattered. You may find yourself becoming more easily overwhelmed, having less patience, or feeling like you don't have the emotional capacity to handle even small stressors. Over time, this can make it harder to feel present in relationships or respond in ways that feel like yourself.

### Mental Exhaustion

A sense of cognitive fatigue — where focus, decision-making, and clarity feel harder than usual. This may look like brain fog, difficulty concentrating, forgetfulness, or struggling to stay present. You might notice yourself losing track of tasks, feeling mentally “checked out,” or finding it harder to stay organized and engaged. Even simple decisions or responsibilities can begin to feel mentally heavy or harder to follow through on.



### Physical Exhaustion

Ongoing tiredness in the body — including low energy, headaches, muscle tension, or disrupted sleep. Even after rest, you may still feel fatigued, as the body is not fully recovering from ongoing stress. You might feel physically drained, tense, or run down, making it harder to keep up with daily routines. Your energy may feel inconsistent throughout the day, with your body struggling to fully recharge.



# 12 Stages of Burnout

The 12 stages of burnout represent a gradual decline in mental, emotional, and physical well-being resulting from chronic stress and overwork. Recognizing and understanding these stages can help individuals identify warning signs early on and take proactive actions

**The Compulsion to Prove Oneself:** A strong need to demonstrate one's worth and abilities, often leading to overworking

**Working Harder:** Increasing investment of time and energy into work activities in an attempt to meet high standards or expectations.

**Neglecting Your Needs:** Ignoring physical & emotional needs including skipping meals, sleep, rest, & social connection in order to "keep up."

**Displacement of Conflicts:** Avoiding problems, suppressing stress, or blaming external factors instead of acknowledging overwhelm.

**Revision of Values:** Work becomes the central focus; personal life, hobbies, and relationships fade into the background.

**Denial of Emerging Problems:** Irritability, frustration, and defensiveness increase; stress is minimized or ignored.

**Withdrawal:** Pulling away from friends, family, and coworkers; isolation becomes easier than interaction.

**Behavioral Changes:** Acting out of character - impulsivity, mood swings, or coping through distraction or unhealthy habits.

**Depersonalization:** Feeling detached from yourself, your work, or your life; going through the motions.

**Inner Emptiness:** A sense of void or meaningless; seeking escape or stimulation to feel "something or anything"

**Depression:** Persistent exhaustion, hopelessness, and loss of motivation; daily tasks feel heavy.

**Burnout Syndrome Collapse:** Mental, emotional, or physical shutdown; functioning becomes difficult or impossible.

# EVALUATING BURNOUT

**Take some time to reflect on the following questions and statements. Rate each item on a scale from 1 to 5, with 1 indicating "Strongly Disagree" and 5 indicating "Strongly Agree." Be as accurate as possible in your responses.**

|                                                                         | 1                        | 2                        | 3                        | 4                        | 5                        |
|-------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| • I often feel physically and emotionally exhausted after work.         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| • I find it difficult to concentrate or stay focused on tasks.sssssssss | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| • I frequently feel irritable or notice shifts in my mood.sssssssssss   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| • I have experienced a decrease in motivation or enthusiasm.            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| • I rely on caffeine, adrenaline, or pressure to get through tasks.     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| • I feel detached or emotionally distant from people around me.         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| • Even small tasks feel heavier or harder to start.                     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| • I experience physical symptoms such as headaches or tension.          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| • I take on more than I can realistically manage.                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| • I find it hard to disconnect from work or fully relax.                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| • My energy drops quickly throughout the day.                           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| • I feel less accomplished, even when I complete tasks.                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| • I feel pressure to constantly prove myself or keep up.                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| • I feel overwhelmed by my responsibilities or workload.                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| • I struggle to say no or set boundaries.                               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| • I have noticed changes in my sleep patterns.                          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| • I skip breaks or work through times I should be resting.              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| • I experience feelings of hopelessness or emotional heaviness.         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| • I find myself procrastinating more than usual.                        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| • I struggle to find meaning or purpose in what I'm doing.              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |



**Mentally United Inc. is a grassroots nonprofit based in Denver Colorado, dedicated to empowering mental wellness and building stronger communities.**

**Mentally United empowers individuals and communities by fostering mental wellness, sharing inspiring journeys, and creating inclusive support systems. Our mission is to destigmatize mental health, making it accessible and embraced by all. We create accessible resources, run supportive community campaigns, and share inspiring stories to ensure that no one feels alone on their mental health journey.**

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