

Workplace Stress & Burnout Assessment

How Are You Really Doing at Work?

Work can be rewarding, challenging, and meaningful. However, prolonged pressure without adequate recovery can lead to stress, disengagement, and eventually burnout. Take a few minutes to assess how work is currently impacting your wellbeing.

Scoring

For each statement, choose:

- 0 = Never
- 1 = Rarely
- 2 = Sometimes
- 3 = Often
- 4 = Almost Always

Section 1: Workload & Pressure

- ☐ I regularly feel overwhelmed by my workload.
- ☐ There never seems to be enough time to complete my work.
- ☐ I often work through breaks or lunch.
- ☐ I think about work outside of work hours.
- ☐ I struggle to switch off after work.
- ☐ My workload feels unsustainable.

Score: _____ / 24

Section 2: Energy & Motivation

- ☐ I feel exhausted before my workday begins.
- ☐ I lack enthusiasm for work I previously enjoyed.
- ☐ I feel emotionally drained by my job.
- ☐ I struggle to stay motivated.
- ☐ I often feel like I am simply "getting through the day."
- ☐ I feel depleted by the end of most workdays.

Score: _____ / 24

Section 3: Workplace Relationships

- ☐ I feel unsupported by my manager or leadership team.
- ☐ I avoid interactions with colleagues when possible.
- ☐ I feel isolated at work.
- ☐ Workplace conflict affects my wellbeing.
- ☐ I find myself becoming more impatient or frustrated.
- ☐ I feel disconnected from my team.

Score: ____ / 24

Section 4: Performance & Focus

- ☐ I struggle to concentrate.
- ☐ I make more mistakes than usual.
- ☐ I find it difficult to prioritise tasks.
- ☐ I procrastinate on important work.
- ☐ Small tasks feel harder than they should.
- ☐ My productivity has declined.

Score: ____ / 24

Section 5: Work-Life Balance

- ☐ Work regularly impacts my personal life.
- ☐ I check emails or messages outside work hours.
- ☐ I struggle to make time for myself.
- ☐ My hobbies or interests have taken a back seat.
- ☐ Family or friends have commented on my stress levels.
- ☐ I rarely feel fully present outside work.

Score: ____ / 24

Total Score

Add all five sections together.

Total Score: ____ / 120

Your Results

0–30: Healthy Work Balance

You appear to be managing workplace demands effectively.

Keep Doing:

- Maintaining boundaries
- Taking regular breaks
- Prioritising wellbeing
- Staying connected with supportive people

31–60: Moderate Workplace Stress

Workplace pressure is beginning to affect your wellbeing.

Focus On:

- Reviewing workload expectations
- Creating stronger boundaries
- Prioritising recovery and downtime
- Having conversations about support where needed
- Consider seeking support from a coach or manager to improve your situation

61–90: High Stress Risk

Your work situation is having a significant impact on your wellbeing.

Consider:

- Identifying major stress triggers
- Reassessing priorities
- Delegating where possible
- Seeking support from a coach, manager, mentor, or health professional

91–120: Burnout Warning Zone

You may be experiencing substantial workplace burnout.

Recommended Actions:

- Take immediate steps to reduce stressors where possible
 - Discuss workload and support needs
 - Prioritise recovery and wellbeing
 - Seeking support from a coach, manager, mentor, or health professional
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Reflection Exercise

What is currently causing me the most stress at work?

Which tasks or situations drain my energy the most?

What parts of my work energise me?

What boundary would improve my wellbeing immediately?

What is one action I can take this week to reduce workplace stress?

Remember

Burnout does not happen because people are weak. It happens when demands consistently exceed available resources, support, and recovery. The earlier you recognise the warning signs, the easier it is to make meaningful changes.

Take the next step and reach out to see how Reach Coaching can help you move forward.

This assessment is intended as a self-reflection tool and does not provide a medical or psychological diagnosis.