

BURNOUT INDICATORS – CHECKLIST FOR PRODUCTION PROFESSIONALS

This checklist is based on the scientific model by Christina Maslach and recognized sources such as the WHO and the APA.

PART 1 – CHECKLIST OF KEY INDICATORS (subjective and observable)

Emotional exhaustion

- I feel exhausted even after sleeping ☐
- I struggle to start the day without feeling drained ☐
- I feel like I don't have the energy to think or make decisions ☐
- I get headaches or body aches more often than usual ☐

Cynicism or depersonalization

- I emotionally disconnect from what I do ☐
- I frequently use phrases like “I don't care” or “it is what it is” ☐
- I avoid talking or getting involved beyond the bare minimum ☐
- I treat others with coldness or impatience, even unintentionally ☐

Low personal accomplishment

- I feel like I'm not doing anything truly meaningful ☐
- I criticize myself even when things go well ☐
- I feel like I'm failing and don't know why ☐
- I struggle to value my own achievements ☐

Subtle indicators / pre-burnout

- I frequently forget things or find it hard to concentrate ☐
- I wake up several times during the night or too early ☐
- I'm more irritable or reactive than usual ☐
- I feel like I'm on “autopilot” all day ☐

Interpretation guide:

- If you checked 4 or more items (especially across different areas), you may be in an advanced stage of exhaustion.
- This checklist is not a clinical diagnosis but a warning that something needs attention and change.



PART 2 – CLEAR AND SCIENTIFIC DEFINITION OF BURNOUT

Definition (WHO, 2019):

Burnout is a “syndrome resulting from chronic workplace stress that has not been successfully managed.” It is characterized by:

1. Feelings of physical and emotional exhaustion
2. Mental detachment or cynicism toward one’s job
3. Feelings of ineffectiveness or low professional achievement

Maslach Model (MBI):

Christina Maslach defines burnout as a combination of:

- Emotional exhaustion
- Depersonalization (distant or cynical attitude)
- Low personal accomplishment

Important: Burnout does not happen “suddenly,” but as a result of prolonged pressure without recovery.

This tool is for personal use only.