

Observable Symptoms of Burnout

By Rt. Rev. Dr. Trevor Walters

STAGE 1

1. Insomnia: broken sleep patterns
 2. Weakened immune system
 3. Restless/Loss of Peace
 4. Not participating in daily activities that used to delight/Loss of Joy
 5. Loss of Vision/disappointed in life
 6. Fatigue
 7. Irritability/Fruits of the Spirit diminishing
 8. Frustration
 9. Inward criticism expressed as negative self-talk
 10. Difficulty concentrating
 11. Running on adrenaline
 12. Swearing under breath
 13. Diminished impulse control
 14. Anxiety
 15. Seeking comfort in destructive ways: over-eating, pornography, fantasy, etc.
 16. Defensiveness
 17. Difficulty Trusting other people
 18. Confusion
 19. Conflicted
 20. Avoiding behavior, putting off dealing with issues
- (Stage 1 cont. on next page)

(Stage 1 cont.)

21. Digestive tract disturbances; stomach problems
22. "Everything Depends on me; I carry the weight of the world"
23. Feeling useless

STAGE 2

1. Anger outbursts or angry at self
2. Looking for or dreaming of another position as a way out
3. Critical of others
4. Feeling burst/let down/neglected/overlooked by God
5. Complaining
6. Insomnia making daily function more difficult
- 7/ Bursts of adrenaline followed by crashes
8. Changed work habits: overworking and/or working less efficiently
9. Memory lapses: e.g., losing keys, forgetting previously known details
10. Exhausted, worn out
11. Depressed
12. Heart hardening toward God

STAGE 3

1. Acute fear with likelihood of Panic Attacks
2. Social Phobia
3. Paranoia
4. Isolation
5. Alienation of friends and allies

(Stage 3 cont. on next page)

(Stage 3 cont.)

6. Acute sensitivity to stimuli: sounds, sights, touch, smell
7. Drastic reduction in physical ability and stamina
8. Heart hard toward God and others
9. Too exhausted to be angry
10. Spouse increasingly the brunt of the anger
11. Easily moved to tears
12. Acceptance of the need for extended time off