

Four dimensions of burnout

An anti burnout framework **for the AI era**





**By the time you can
clearly see the wave,
you're already inside it.**

**The burnout wave
is already here**



48%

**of employees
experience burnout**

**Mid-level managers report
highest burnout rates**

And drive up to **70%** of team
engagement



THIS IS
FINE

Burnout is
a syndrome resulting from
chronic workplace stress
that has not been
successfully managed

4 Dimensions of Burnout



Exhaustion

When your energy stops recovering fast enough.



I'm no longer solving problems creatively. I'm just trying to survive this week.

Emotional distance

When you feel further from what you used to care about

*It's working.
That's enough.*



Reduced efficacy

Working all the time, still feeling behind.



I used to be better at this.

Identity gap

When who you are at work isn't who you wanted to become.



Identity gap

today (Engineer)

I imagined engineering
as building elegant systems.

now (Engineer)

Now some days it feels like...

juggling Slack notifications,

reviewing AI-generated output,

and trying to remember what
uninterrupted thinking used to feel like."

Hmmm...?

Identity gap

today (Leader)

I imagined leadership
as helping people grow.

now (Leader)

Now some days it feels like standing
between **vibe-coding executives**
and **facepalming engineers...**

while trying to keep everyone
functional.

I MADE 4 APPS
OVER THE WEEKEND



WHY ARE YOU NOT DELIVERING
NEW FEATURES EVERY WEEK?

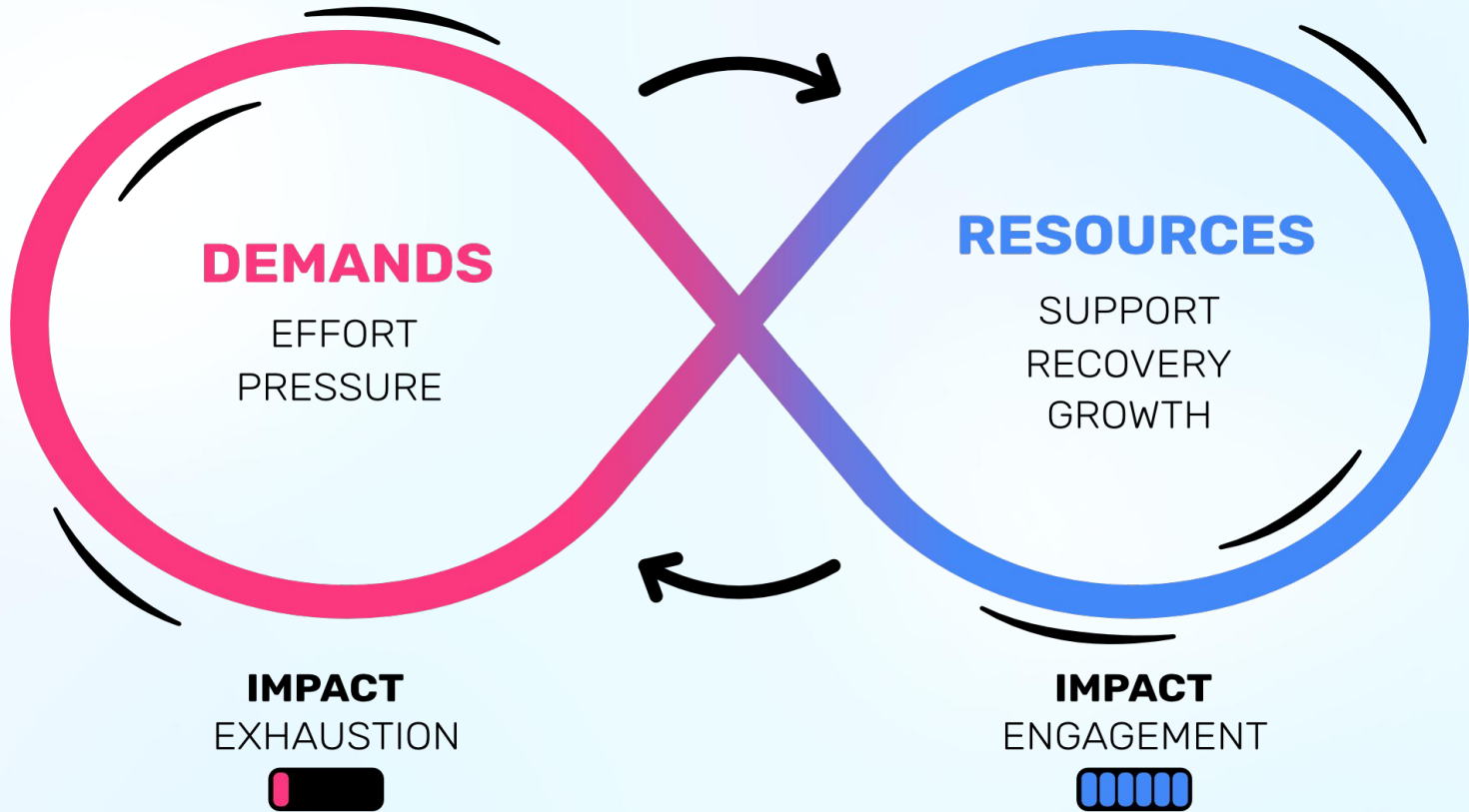
**Sometimes the hardest part
isn't exhaustion.**

It is not recognizing yourself in
how you work anymore.

4 Dimensions of Burnout



JOB DEMANDS-RESOURCES MODEL



TASKS OVERFLOW

ROLE CONFLICT OR AMBIGUITY

CONSTANT ADAPTATION

DEMANDS

TIME PRESSURE

ALWAYS-ON COMMUNICATION

CONTEXT SWITCHING

COGNITIVE LOAD

SUPPORT (MANAGER AND TEAM)

TIME TO RECOVER

MEANINGFUL WORK

TOOLS AND TRAINING

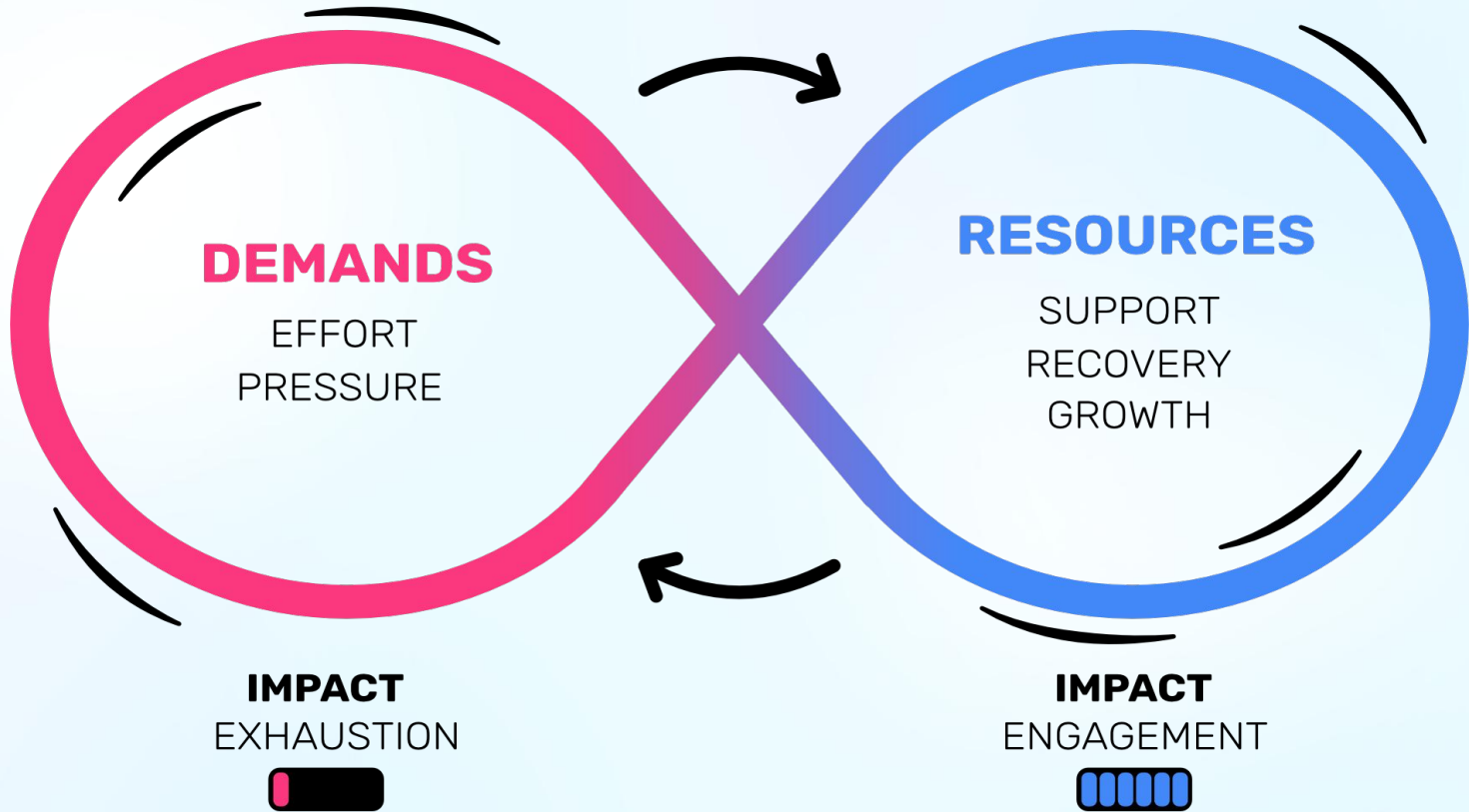
PRECISE FEEDBACK

CLEAR ROLE AND PRIORITIES

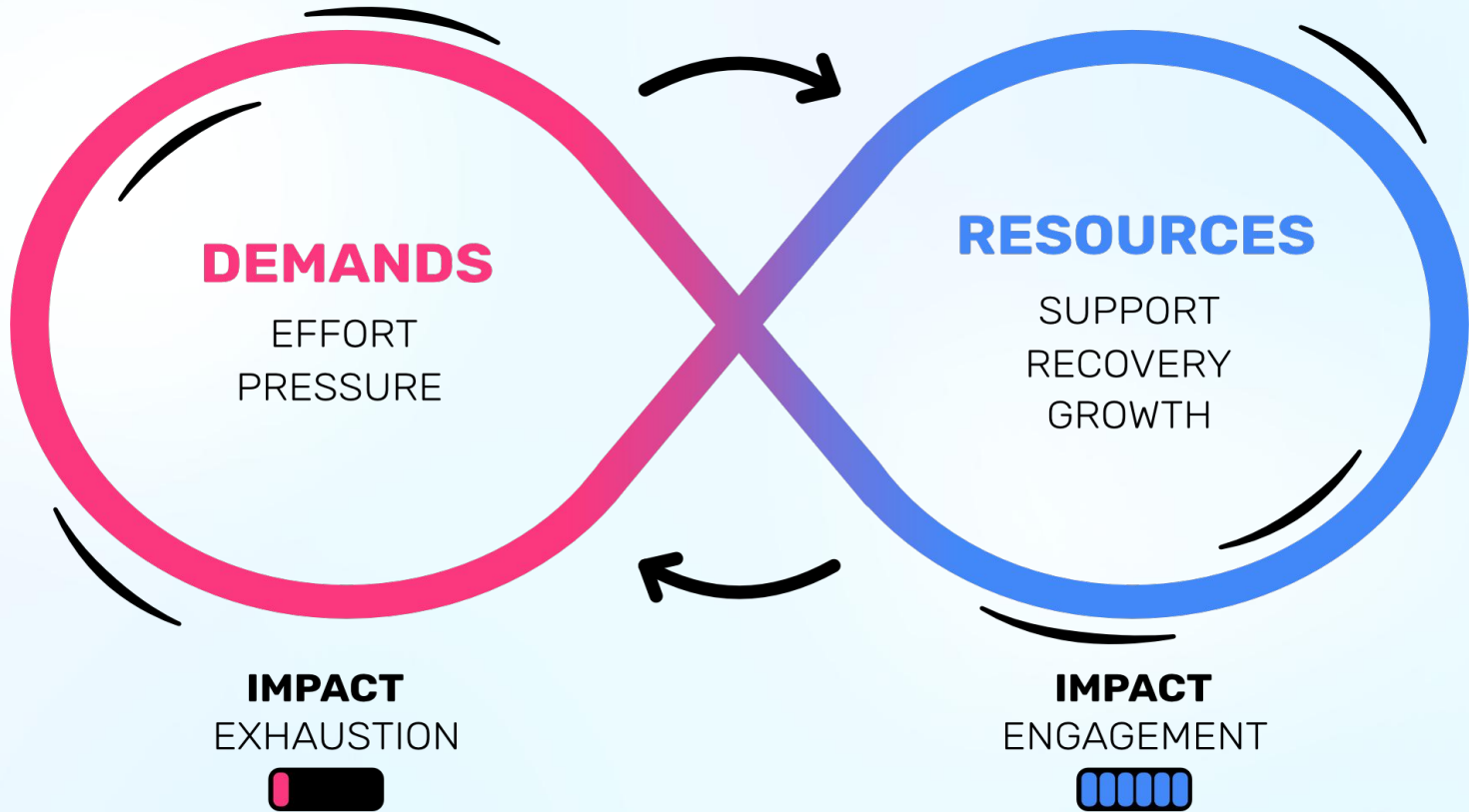
AUTONOMY

RESOURCES

JOB DEMANDS-RESOURCES MODEL



JOB DEMANDS-RESOURCES MODEL



What happens when we add **AI**?



ALWAYS-ON COMMUNICATION

+ PROMPTING

TIME PRESSURE

10X

CONSTANT ADAPTATION



DEMANDS + AI

TASKS OVERFLOW

"AM I A CODER OR AN AGENT SUPERVISOR NOW?"

ROLE CONFLICT OR AMBIGUITY

~~CONTEXT SWITCHING~~

THRASHING

COGNITIVE LOAD



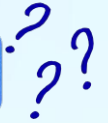
OFTEN MISSING

SUPPORT (MANAGER AND TEAM)



TIME TO RECOVER

MEANINGFUL WORK



AI-GENERATED, HARDER TO JUDGE

PRECISE FEEDBACK

TOOLS AND TRAINING

CLEAR ROLE AND PRIORITIES

AUTONOMY



(SHIFTING)

RESOURCES + AI

ELECTROLUX®

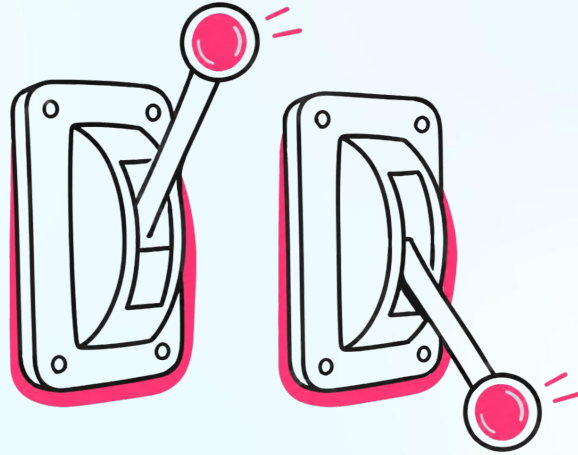


**AI efficiency gains quickly
turn into
expectation inflation.**

**Burnout is not an
individual problem.**

It is a *system* problem.

**Reduce
demands**



**Build
resources**

REDUCE DEMANDS

LIMIT CONTEXT SWITCHING

REMOVE FAKE WORK

CLARIFY PRIORITIES

REALISTICALLY SMALLER WORKLOAD

BUILD RESOURCES

INCREASE AUTONOMY

DEFINE ROLE & EXPECTATIONS

PROTECT TIME TO RECOVER

ENABLE TOOLS & TRAINING

ENSURE SUPPORT FROM MANAGER & TEAM



**We shape the environment
our teams work in every day**

Why should we care?

Why optimize for **sustainability**
if we can optimize for **speed**?

There is a hidden tax on speed.

Up to \$9.6 trillion/year in lost productivity



**Not burning out is
a competitive advantage**

Changing the system

3 things to try:

Cut 2 priorities

**Give your teams a
buffer week - they
choose the work**

Bring back 1-1s

Signs your work system is heading somewhere unsustainable

Your tools got faster.

The expectations got faster too.

Deep work now requires

being on an actual plane.

Context-switching

has stopped feeling like a cost. It feels like the job.

You spend more time responding than deciding.

Rest feels like something you have to earn.

You've normalized operating slightly stressed all the time.

You don't know what "enough" looks like anymore.

Some days your longest conversation is with an AI.

Your role changed faster than your sense of self did.

**Your role changed faster
than your sense of self did.**

There is no ideal leadership

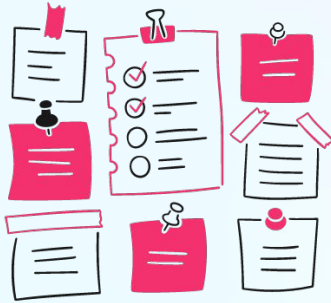


Start with your own system

Do I actually use the resources available to me?



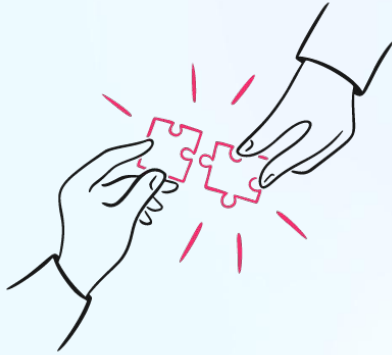
ask for help



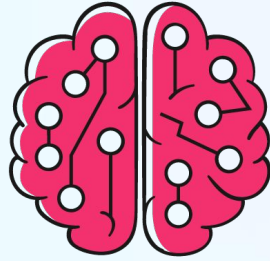
delegate



take a day off



I can do a little less



Regulated brain is a resource

Productivity comes from a regulated brain

Micro-regulations to weave into your day

Slow down deliberately:

- **Walk** like a sloth for 3 minutes
- **Move slower** than feels natural
- Talk at **0.75 speed...** for fun



Micro-regulations to weave into your day

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for 3 minutes
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for fun

Tell your brain “we’re safe”

- yawn
- stretch
- breathe

Reduce cognitive input

- less social media
- commute in silence
- walk without a podcast

THE ANTI-BURNOUT FRAMEWORK

MAP

BURNOUT RISK USING
THE FOUR DIMENSIONS

REDUCED EFFICACY

EXHAUSTION

IDENTITY GAP

EMOTIONAL DISTANCE

LOCATE

BURNOUT
IN THE SYSTEM,
NOT THE **INDIVIDUAL**.

**MAP DEMANDS
& RESOURCES**

APPLY

THE **TWO LEVERS**
TO CHANGE THE SYSTEM

REDUCE DEMANDS

BUILD RESOURCES

**We need you
to stay yourself**





Good job!

Self-check, anti-burnout worksheet,
reading list, micro-regulation toolkit



goodjob.coffee/idx3