

BurnoutIQ Premium Report — Visual Mockup

This shows the 12-page personalized PDF a buyer receives for \$49. Sample shown is for archetype: **The Depleted**. All 8 archetypes follow this layout with their own content. Each page is sized 8.5×11’.



BurnoutIQ
RECOVERY
INTELLIGENCE

PERSONALIZED
GENERATED MAY 1

YOUR BURNOUTIQ RESULT

You are

The Depleted

"Emotional reserves running on vapors."

62

BURNOUT
INDEX

EX
DOMINANT
DIMENSION

3
ELEVATED
DIMENSIONS



01 · EXECUTIVE SUMMARY

Your Result, In Context

A clinical read on what your assessment is showing — and what it isn't.

YOU ARE

The Depleted

Emotional reserves running on vapors.

You're still showing up. Still delivering. But internally, the engine is running on fumes. This is the classic Exhaustion pattern — the one that precedes every other burnout dimension collapsing. The good news: intervene here, now, while the other systems are still online, and most Depleted archetypes recover fully within 90 days.

What the Data Says

Your overall BurnoutIQ index is **62 out of 100** — in the Elevated band. Three of your six dimensions are elevated: **Exhaustion (78)**, **Recovery Capacity (71)**, and **Mental Distance (54)**. Cognition, emotion regulation, and professional efficacy are still intact, which is a positive signal — it means you're in the middle stage of a burnout pattern, not the fully-expressed syndrome.

What This Means

The Depleted archetype is the classic burnout precursor. It's the moment in the curve where your performance still looks fine to the people around you — but your internal reserves are running low enough that even a small stressor else is starting to wobble. The reason this archetype is critical to catch is that it's the easiest one to recover from. The dimensions that haven't yet collapsed (efficacy, cognition, regulation) are the ones that are the hardest to rebuild later. Protect them now.

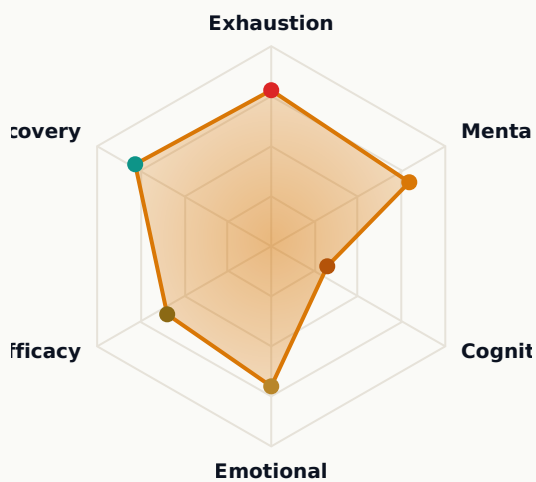
The Move

Your next 90 days are about **stopping the bleed first, then rebuilding the floor**. Behavioral changes can help you move the needle — sleep, movement, boundary work, fewer energy leaks. But you should also honestly evaluate whether structural factors (workload, role, environment) are creating the depletion. The Depleted who address only behavior often slide back into the same pattern within 6 months. The Depleted who address structure too tend to stay recovered.

02 · SIX-DIMENSION PROFILE

Your Burnout Fingerprint

Six clinically-validated dimensions drawn from the MBI, BAT, and OLBI — mapped to your specific scores.



DIMENSION

78
Exhaustion
 MBI · BAT · OLBI
 Running on fumes most days.

71
Recovery Capacity
 PIVOT
 Weekends and PTO aren't resetting you.

54
Mental Distance
 MBI · BAT · OLBI
 Mental distance well underway.

32
Cognitive Impairment
 BAT
 Small cognitive slippage — words, names, threads.

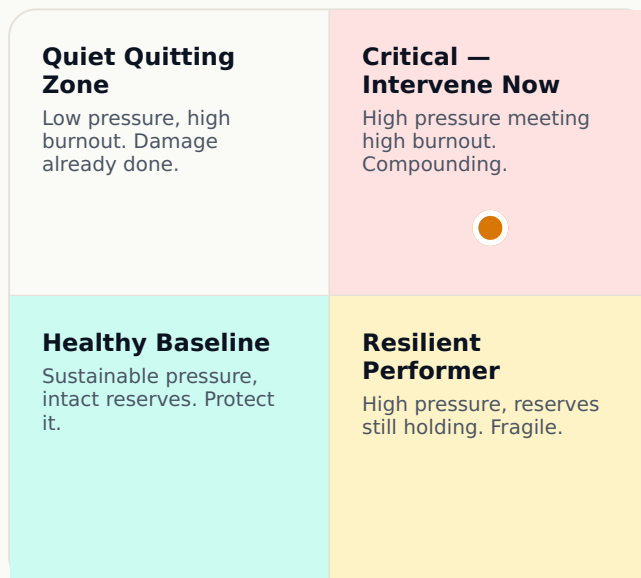
28
Emotional Dysregulation
 BAT
 Shorter fuse in small moments.

22
Reduced Efficacy
 MBI
 Confidence intact.

03 · THE PIVOT PULSE

Where You Sit on the Workload-to-Wellness Continuum

Your BurnoutIQ score cross-referenced with your PressureIQ score (if taken). Tells you exactly where you are and what to do next.



YOUR QUADRANT

Critical — Intervene Now

High pressure meeting high burnout is the critical quadrant. Every additional week in this position compounds damage that takes months or years to reverse. You're not in catastrophe yet — but you are in the window where intervention prevents catastrophe.

THE NEXT MOVE

Reduce load this month, not next quarter.
Engage professional support. Treat this as a clinical occupational event it is.

Your Pivot Pulse position is computed from a simulated PressureIQ score (62) for demonstration. Take PressureIQ at [pressureiqtest.com](https://www.pressureiqtest.com) to replace this with your real reading and unlock your actual position on the continuum.

04 · RECOVERY PLAN

Days 1-30 · Stop the Bleed

The first month is about identifying and eliminating the highest-cost depletion sources. Tactical. Specific. Non-optional.

THE FIRST MONTH

Phase 1: Stop the Bleed

- WEEK 1** Identify the three biggest energy leaks in your current week. Be specific: a recurring meeting, a relationship dynamic, a chronic decision you keep avoiding. **One of these gets eliminated or restructured this week. Not later.**
- WEEK 2** **Sleep audit.** Reverse-engineer your bedtime to give yourself 7.5 hours minimum. Phones out of bedroom for 14 days. Track how you feel by day 10.
- WEEK 3** **Caffeine + alcohol audit.** Both are masking signals you need to read. Cut caffeine after noon for two weeks. Note any change in evening fatigue clarity.
- WEEK 4** Have one explicit **"I'm running on empty"** conversation — with manager, partner, friend, therapist. The Depleted's defining trait is overperforming the recovery you actually have. Say the words out loud.

Important: BurnoutIQ is not a medical diagnostic and does not constitute medical advice. If your symptoms include persistent depressed mood, thoughts of self-harm, or significant impairment in daily functioning, please contact a mental health professional or your physician. In the US, the 988 Suicide & Crisis Lifeline is available 24/7.

04 · RECOVERY PLAN

Days 31-60 · Refill Faster Than You Spend

Month two is about installing recovery inputs that exceed your current depletion rate.

THE SECOND MONTH

Phase 2: Refill Faster Than You Spend

WEEK 5 Identify the **single highest-yield** recovery activity in your life — the one thing that genuinely recharges you. Schedule it twice this week. Non-negotiable.

WEEK 6 **Movement protocol** — 20 minutes of low-intensity movement 4 days this week. Not optimization. Just metabolism.

WEEK 7 **Boundary trial** — say "no" to one ask this week that you'd normally absorb. Track the actual consequence (it's almost always smaller than your nervous system expects).

WEEK 8 **Re-take BurnoutIQ.** Exhaustion should be measurably lower. If it isn't, the work isn't behaving. If it's structural (workload, role, environment). That's a different conversation.

If Week 8 Re-test Doesn't Show Improvement

Three common reasons:

- 1. Structural mismatch.** Your role, workload, or environment is generating more depletion than any individual behavior change can offset. The fix is structural.
- 2. Underlying clinical issue.** Burnout overlaps meaningfully with depression, anxiety, sleep disorder, thyroid dysfunction. A medical check is warranted if behavioral changes aren't moving the needle.
- 3. Time horizon.** Exhaustion that took 18 months to develop may take 4-6 months to fully resolve. 8 weeks is a directional check, not a definitive verdict.

04 · RECOVERY PLAN

Days 61-90 · Rebuild the Floor

The third month locks in the recovery infrastructure that prevents re-collapse.

THE THIRD MONTH

Phase 3: Rebuild the Floor

WEEK 9 Build a "**minimum viable week**" — the absolute floor of activities you'll maintain regardless of work intensity. Sleep + one social anchor + one body anchor + one mental anchor. Defend.

WEEK 10 Identify if any **structural change** is needed (role, schedule, scope). The Depleted who don't address structure stay Depleted, even with great rituals.

WEEK 11 Plan one **full restorative window** in the next 60 days — 3+ days of deliberate undershoot.

WEEK 12 **Re-take BurnoutIQ.** Track all six dimensions, not just exhaustion. Depleted who recover work toward Steady. Depleted who don't address the root often slide into Detached or Stranded.

Your Re-Test Reminder

Re-take BurnoutIQ at burnoutiqtest.com on **August 10, 2026** — 90 days from your initial assessment. Compare results. Patterns of improvement matter more than absolute scores.

05 · THE SCRIPTS

What to Say, To Whom

The Depleted archetype struggles most with the conversation. These scripts give you language for this week.

TO YOUR MANAGER

"I've been operating beyond my sustainable load for several months and I can feel it affecting my performance. I want to keep contributing at a high level, which is why I'm raising this now rather than later. Can we talk about which of my current priorities can be paused, redistributed, or restructured over the next 60 days?"

TO YOUR PARTNER OR CLOSEST PERSON

"I've taken a clinical assessment and the results show I'm in a measurable burnout pattern. I'm not in crisis, but I'm running on empty in a way that's going to compound if I don't address it. I need help not to fix it for me, but to hold me accountable to actually doing the things that will help."

TO A THERAPIST OR DOCTOR

"I've been operating in a high-stress role for an extended period and I'm noticing measurable signs of burnout — chronic exhaustion that doesn't resolve with sleep, declining engagement with work, and a recovery that isn't working. I'd like your read on whether there's anything clinical I should be screened for in addition to the lifestyle work I'm doing."

TO YOURSELF (THE HARDEST ONE)

"This is not a personal failing. This is a measurable, recoverable pattern that millions of people experience. The fact that I noticed it and named it is already half the work."

06 · DAILY REFLECTION

14-Day Recovery Journal

5 minutes a day. Track patterns. Tailored to the Depleted archetype.

- D1** On a scale of 1–10, what was your energy level today? When did it peak? When did it crash?
- D2** What's the one task you completed today that felt easy in a way it shouldn't have been hard?
- D3** When did you feel most depleted today? What were the circumstances?
- D4** Did you sleep well last night? What time did you actually fall asleep vs go to bed?
- D5** What did you say "yes" to today that you wish you'd said "no" to?
- D6** What recharged you today, even briefly? Be specific.
- D7** Week 1 review: what was the single biggest energy leak this week?
- D8** Who in your life saw you clearly this week? How did they notice?
- D9** What is your body trying to tell you that you keep ignoring?
- D10** What's one boundary you held today that would have been easier to break?
- D11** If your current week was someone else's, what would you tell them to change?
- D12** What did rest look like today? Was it actually restful?
- D13** What part of yourself have you started to mute that you'd like back?
- D14** Week 2 review: what one practice from the first two weeks needs to become permanent?

07 · RESOURCES

Where to Go Next

Books, podcasts, and clinical resources vetted by our team for the Depleted archetype specifically.

Books

Burnout: The Secret to Unlocking the Stress Cycle — Emily & Amelia Nagoski. The book that translates clinical burnout research into a practitioner's vocabulary.

Why We Sleep — Matthew Walker. If your Recovery Capacity dimension is elevated, this is foundational.

The Body Keeps the Score — Bessel van der Kolk. Burnout is often somatic. This is the canonical text.

Podcasts

The Diary of a CEO — Steven Bartlett. Strong episodes with burnout researchers (Schaufeli, Maslach).

Huberman Lab — for the sleep and stress-physiology episodes specifically.

The Anxious Achiever — Morra Aarons-Mele. Tailored to high-performers with quiet depletion.

Find a Practitioner

Psychology Today therapist directory — psychologytoday.com (filter by burnout, occupational stress, or insurance).

Open Path Collective — openpathcollective.org. Sliding-scale therapy (\$30-80/session) for those without insurance coverage.

Crisis Resources (always available)

988 Suicide & Crisis Lifeline — call or text 988 (US), 24/7.

Crisis Text Line — text HOME to 741741.

08 · BEYOND THIS REPORT

Where to Go From Here

Continued support, deeper diagnostics, and team-level applications.

Take PressureIQ to Complete Your Pivot Pulse

Your PressureIQ score — the input side of the equation — gives you the full Workload-to-Wellness picture. The Pivot Pulse only resolves to its real diagnostic position when both assessments are taken. Free, 7 minutes.

→ pressureiqtest.com

Recovery Intelligence Newsletter

Monthly insights from Chris Davis, M.S. Psychology — aggregate BurnoutIQ data, clinical commentary, and recovery practices. The same content your premium report is built on, delivered to your inbox.

→ [Subscribe at pivottraining.us](https://pivottraining.us)

Bring BurnoutIQ to Your Team

If you lead a team and this report has been useful, your team likely needs it too. Pivot Training & Development brings BurnoutIQ + PressureIQ to organizations as part of our workshop and consulting engagements. Quarterly Pulse Reports. Half-day to annual formats.

→ pivottraining.us/contact

ABOUT THIS REPORT

Built on the rigor of three validated instruments. Authored for you specifically.

BurnoutIQ™ operationalizes the construct architecture of the Maslach Burnout Inventory (MBI), the Burnout Assessment Tool (BAT), and the Oldenburg Burnout Inventory (OLBI) — the three most-cited occupational burnout instruments in peer-reviewed research. All item wording is original to BurnoutIQ; we operationalize the validated dimensions rather than reproducing copyrighted content.

This report is generated dynamically from your specific assessment results. No two reports are identical. The 30/60/90 plan, dimension narratives, and conversation scripts are tailored to the archetype your data resolved to — in your case, **The Depleted**.

AUTHORED BY

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