

The Burnout vs. Tired Test

Tired sleeps it off. Burnout doesn't.

Read each of the 20 statements. For each, mark how often it's been true for you over the last 30 days: 0 (rarely or never), 1 (sometimes), or 2 (often or always). Add up your subtotals — your total of 40 reveals where you actually are. Be honest. Nobody is grading this but you.

PHYSICAL *Body signals* 0 1 2

I wake up unrested even after 7+ hours of sleep.

I get sick more often than I used to.

I rely on caffeine, sugar, or stimulants to function — not just enjoy.

My body has new symptoms I've been ignoring (weight, hair, gut, headaches, racing heart).

A real vacation doesn't restore me anymore.

Physical Subtotal: _____ / 10

EMOTIONAL *Inner weather* 0 1 2

I feel numb or flat where I used to feel joy or enthusiasm.

Small things — an email, a question, a text — make me disproportionately upset.

I cry, snap, or shut down more easily than I used to.

I'm cynical about work, people, or the future in ways I wasn't a year ago.

I have trouble feeling proud of accomplishments that used to feel meaningful.

Emotional Subtotal: _____ / 10

RELATIONAL *How you show up* 0 1 2

I have less patience with the people I love most.

I'm canceling plans, dodging calls, or hiding from people I care about.

I feel like I'm performing relationships rather than being present in them.

The people closest to me have told me I've changed or seem distant.

I struggle to remember the last meaningful conversation that wasn't logistics.

Relational Subtotal: _____ / 10

SPIRITUAL *Soul-level signals* 0 1 2

I've lost my sense of purpose — work feels mechanical even when meaningful before.

My spiritual life has gone quiet or stopped entirely.

I'm doing things that go against my values — and I keep doing them anyway.

I can't picture a sustainable version of my life one year from now.

When I'm honest, I'm not sure who I am underneath everything I do.

Spiritual Subtotal: _____ / 10

MY TOTAL SCORE _____ / 40

Add your four subtotals. Turn the page for what it means.

What Your Score Means

A snapshot, not a verdict. Where you are today is not where you have to stay.

0 – 9 TIRED

A normal load catching up with you. Treat it now and it stays tired: a real weekend off, two early bedtimes, a walk outside, and one boundary this week.

10 – 19 TIRED, TRENDING TOWARD BURNOUT

Not crisis yet — but heading there. The easiest place to course-correct, and almost nobody does. Read this book all the way through. The rebuild chapters in Part 2 are where you start.

20 – 29 BURNOUT

You are burned out. Not a character flaw — a signal that the system you're operating in is unsustainable for the human you are. Stop and pay attention. Begin Part 2 — Faith first. Tell one trusted person what your score was.

30 – 40 SYSTEMIC BURNOUT — THIS IS A FIRE

The body is no longer whispering — it's yelling. Don't face this alone. See a doctor this week. Tell your spouse, closest friend, or pastor. If you have thoughts of harming yourself, call or text 988 (Suicide & Crisis Lifeline) right now. The rebuild is possible. I made it out. So can you.

“

Tired is a signal to rest. Burnout is a signal to rebuild.

The chapters that follow are the rebuild.

Jessica Pierce

Want to go deeper?

Replenished by Jessica Pierce takes you through all 8 areas of burnout — with stories, research, and tools.

jessicapiercespeaks.com