

Remote and Hybrid Teams Burnout Audit

Overview

Burnout doesn't usually show up where leaders expect. In remote and hybrid teams, burnout often hides behind productivity. This quick audit helps identify early signals before they turn into attrition, disengagement, or performance decline.

Goal

This short self-examination will provide you with a snapshot of how deep or far removed your remote and hybrid teams may be.

The Audit

Answer each item honestly and to the best of your ability.

Workload and Boundaries	Never	Rarely	Sometimes	Often	Always
Team members regularly work outside normal hours					
"Urgent" work is the workplace norm					
Most employees struggle to disconnect from work					

Autonomy and Control	Never	Rarely	Sometimes	Often	Always
Employees have little to no say in priorities					
Almost all work processes are top-down and rigid					
Almost all decision making is centralized					

Culture and Safety	Never	Rarely	Sometimes	Often	Always
Employees hesitate to speak up					
Mistakes feel detrimental instead of a learning experience					
No feedback or little feedback is given or received					

Recovery and Sustainability	Never	Rarely	Sometimes	Often	Always
Breaks during the workday and discouraged and/or skipped					
High workloads with no recovery time					
Limited PTO use by employees and leadership					

Scoring

Never	Rarely	Sometimes	Often	Always
1	2	3	4	5

How to interpret your score

Add your scores up to get a total score, then divide your total score by 12 (the number of questions) to get your average score.

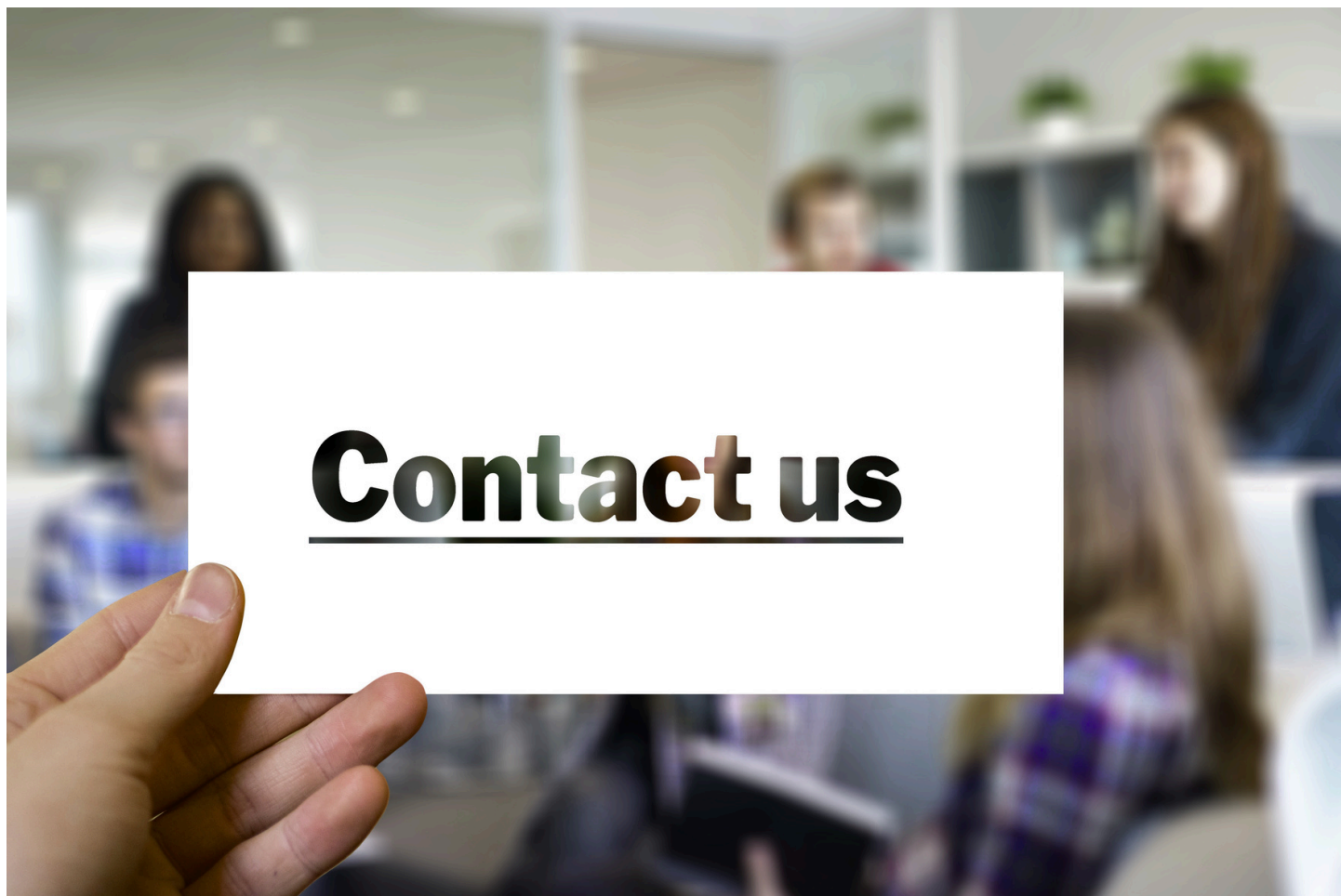
No-low risk of team burnout = Average score of 1.00-2.53. If you score in this range, burnout is not likely to be an issue.

Moderate risk of team burnout = Average score of 2.54-2.95. If you score in this range, you may benefit from a consultation with me.

High risk of team burnout = Average score of 2.96-5.00. If you score in this range, you should set up a consultation to see how I can help you save your team.

Next Steps

If you're seeing elevated burnout signals in your organization, I share more insights on identifying and addressing these risks through my work on [LinkedIn](#) at [Burnout Support Society](#) and on my website burnoutsupportsociety.com.



For more insight into your scores, reach out to us.

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