





Workplace Red and Green Flags





Burnout is more than an employee struggling with stress, or having trouble keeping up with work demands. [Decades of research show that the qualities of the workplace contribute to work burnout, too.](#) This worksheet is designed to help you think through which workplace factors might be contributing to your work burnout.

Take a look at each of the workplace factors and their descriptions below. Circle the flag next to the sentence that best describes your experience at work.**





Workload

-  My workload is sustainable, and I have time to learn new skills at a comfortable pace
-  My workload is sustainable
-  My workload is high
-  My workload is so high that I can't get everything done, or I can't seem to recover from work demands





Control

-  I have control over my work, and my decisions are respected
-  I have decent control over my work
-  I have little control over my work
-  I have little control over my work, and demands on me are confusing or contradictory





Reward

-  I'm paid well and I feel emotionally satisfied with my work
-  I'm paid well
-  I'm not paid well
-  I'm not paid well, and rewards are scarce or unfairly given

Community

-  I'm part of a team that works well together, supports its members, and resolves conflict well
-  My team works together fairly well
-  My team does not work together well
-  My team has frequent conflict and is generally negative

Fairness

-  Decisions at my job are made fairly and I feel respected
-  Things seem pretty fair at my job
-  Things seem pretty unfair at my job
-  Decisions at my job are made unfairly and I feel disrespected

**For those who have difficulty with color blindness, or who are printing in black and white, the flags are ordered green, light green, pink, then red.

*This worksheet provides information but is not a substitute for therapy. It works best with guidance from a professional.



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Values

- My personal values and the values of my workplace are well-aligned
- There is good alignment between my personal values and the values of my workplace
- There is poor alignment between my personal values and the values of my workplace
- My job requires me to do work that goes against my values

Does my workplace have any red or pink flags? If so, which most contribute to burnout?

Are there any solutions *within your control* that might help? These might look like:

- Discussing changes to your workload, tasks, role, or team with management
- Denying or delegating requests when your workload is high
- Maintaining stronger boundaries (e.g., not responding to requests after working hours)
- Seeking help for conflict resolution between team members
- Finding mentorship or support at work or within your larger industry
- Preparing to ask for a raise or promotion
- Bringing problems and potential solutions to management
- Learning new time management strategies
- Other: _____

To explore some of these ideas, check out the **workplace solutions** worksheets below.

If these problems are largely *outside of your control*, what can you focus on going forward?

- "Leaving work at work" with an end of workday ritual
- Using time off to take a break and recover
- Challenging mental patterns that maintain burnout or keep you from taking breaks
- Connecting with support outside of the workplace (e.g., loved ones, mental health professionals)
- Good self-care, social, spiritual, and physical habits to keep yourself healthy
- Living a rich, meaningful life outside of work by doing what matters to you
- Searching for a position that is a better fit (e.g., working conditions, values, pay)
- Other: _____

To explore some of these ideas, check out the **personal solutions** worksheets below.

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Additional Resources to Support Your Mental Health Journey

It can be hard to know where to begin looking for support in your mental health journey. Getting a referral from a primary care physician is a reliable first step. Also, sometimes family and friends have experienced similar issues and have professionals they would recommend. The experts at ChoosingTherapy.com are here to help as well, with resources we have reviewed and recommend. Our [strict editorial standards](#) ensure our reviews are fair, honest, thorough, and based on firsthand experience.

You Can Trust ChoosingTherapy.com



325+
Companies Reviewed



3,625+
Hours of Firsthand Experience



1,545+
Data Points Analyzed



[Best Online Therapy for Depression](#)

Online therapy is a convenient way to connect with a licensed therapist to address mental health issues, reduce unhealthy behaviors, develop effective coping skills, and get more satisfaction out of life. Many companies accept insurance and most have next-day appointments available.

[Best Online Psychiatry](#)

Online psychiatry providers enable patients to consult with licensed psychiatrists and other mental health professionals. They can evaluate, diagnose, and prescribe medication to help manage mental health issues. Many companies accept insurance and most have next-day appointments available.



[Best Mental Health Apps](#)

Apps can be great way to monitor mood, track sleep, journal, and practice healthy coping skills like mindfulness and meditation. There are apps specifically designed to help people reduce the symptoms of depression, anxiety, ADHD, chronic stress, and burnout.

[Therapist Directory](#)

When you're looking for a mental health provider with a very particular skill set, level of experience, or personality type, a therapist directory can be very helpful. Using the filters, you can refine your search until you find a therapist who feels like a perfect fit.





Tools for Self-Assessment and Psychoeducation

Figuring out the next step in your mental health journey can be overwhelming. Developed by psychologists, the tools at [ChoosingTherapy.com](https://choosingtherapy.com) can help. Our mental health self-assessment quizzes can help you explore common symptoms of mental health concerns, as well as find the best therapy style for you. Our mental health worksheets can guide you through therapy concepts and how to use them in your life.

[Learn More with Mental Health Quizzes](#)

Our collection of psychologist-developed mental health quizzes can help you learn if you are experiencing mild, moderate, or concerning levels of anxiety, depression, stress, burnout, and more. Each quiz also provides targeted resources based on your answers. These self-assessments are designed to offer insight, not diagnoses, and can be a helpful first step in recognizing symptoms and deciding whether to seek further support. If you have concerns about your mental health or your quiz results, we recommend you reach out to a licensed mental health professional.



[Free Mental Health Worksheets](#)

Search our collection of therapy worksheets by mental health topic, therapy modality, or demographic group. Our free, psychologist-developed worksheets make therapy exercises understandable and relevant to daily life. Find worksheets for help with ADHD, anxiety, depression, relationship difficulties, and other common mental health challenges.