

**4.1**  
out of 6

Your burnout risk is **HIGH**

Having a HIGH burnout risk means you have more probabilities to negatively impact your job performance, productivity and creativity. This also implies risk for your physical and mental health, and could affect your social relationships.

## What can I do?

To improve your risk level, we recommend you to **focus on the main risk factors** for you. In your case **Self-inefficacy** and **Exhaustion** are the ones that impact you the most. Please **read the recommendations below** and, if in doubt, talk to a professional.

## Your Stats

Exhaustion: **HIGH**



YOU

**Exhaustion** is fatigue produced by excessive strain, especially that of a psychological nature, applied at work or even overwork. People have a limited amount of cognitive and emotional energy that's used to regulate the effort and intelligence used at work.

### Recommendations

When the exhaustion levels are high, **immediate action is required**. High exhaustion is a state that becomes **unsustainable over time** and can be **detrimental to a person's health** and **professional performance**.

We recommend paying attention to these values and following up on them to notice any improvements.

The tools to do so have a direct correlation with the ability for self-regulation of personal effort.

**These questions can help:**

1. What requirements or work-related urgencies are becoming overwhelming?
2. What specific actions are taking up the bulk of your energy?
3. What are your sources of energy?
4. Are your sources of energy renewable?
5. Are you used to, or even numb, to this level of weariness?
6. In your opinion, what's the point in keeping these high levels of exhaustion and energy rundown?

Cynicism: **HIGH**



In a work context, **cynicism** is a distant attitude that people adopt towards tasks and processes when it has been some time since they've received any payoff as a response to their efforts. This way, **people feel like they are not adding value to their work or that work doesn't add value to them**. People start withholding their effort because **work no longer gives them satisfaction nor pleasure**. Their levels of quality and productivity drop in a causal spiral along with their levels of positive emotions.

**Recommendations**

If you're feeling a bit cynical towards your work, the main recommendations are aimed at **detecting dissatisfactory experiences**.

1. Try to detect what tasks, processes or projects are not bringing you any satisfaction.
2. To improve satisfaction we recommend paying attention and being proactive towards the opportunities to redesign your position at work, be that in regards to specific tasks or the way in which they are executed.
3. The key lies in regaining control of your job position. Who controls it?
4. Clarify your work goals periodically and, if possible, gamify them.

Depersonalization: **HIGH**



**Depersonalization** is the **distant attitude** that a person can take towards coworkers and other people (i.e. clients, vendors, authority figures, collaborators, etc.) when they (or some of them) can be the root source of their **emotional wear**.

## Recommendations

To work on what we call a **"depersonalization" defense mechanism** we recommend doing the following:

1. Determine which specific people you feel in conflict with or make you feel bad.
2. Check the usual way in which you deal with negative emotions, especially anger and fear.
3. Detect the situations with the most potential for conflict and devise a prevention strategy.
4. Increase your social skills.
5. Get training on negotiation tools and public speaking.
6. Learn tips to encourage assertive behaviour.
7. Check your own behaviors of dominance and submission to be able to detect personal social patterns.

Self-inefficacy: **HIGH**



YOU

**Self-inefficacy** is the **feeling of not performing adequately** during task solving at work. It **does not mean that the person is incompetent**, rather that "it feels like that". This, in return, increases emotional discomfort when the person has to perform the task for which they feel they have no skills or knowledge.

## Recommendations

If you're not happy with the findings of feelings of self-inefficacy, we recommend:

1. Making adjustments in the way you perceive confidence in your own skills. You can start by asking yourself these questions:
  - a. Which technical skills do you lack to feel effective?
  - b. How are you managing the feedback you receive at work?
  - c. What technical skills do you need to feel at ease, confident that you can solve the tasks that your job requires?
  - d. What specific training would you say you need to feel qualified in the short term?

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