



# Work Through It: Running on Empty

A practical worksheet for officers who are still showing up – but feeling the weight of it.

- Do you ever feel like you're still showing up and doing the job, but with less energy, motivation, or connection than you used to have?** If so, you're not alone and you're not broken. Burnout doesn't always look dramatic. It doesn't always mean a breakdown or a crisis. Sometimes it looks like numbness. Low patience. Mental fatigue. Feeling like you're just going through the motions, shift after shift. That's still burnout and it's worth paying attention to.

## 1. What Feels Most True Right Now

Check everything that applies. Be honest – this is for you.

- I feel mentally drained more often than I used to
- I have less patience than I used to
- I feel disconnected from the people around me
- I feel like I'm just getting through the shift
- It takes more effort to do basic things

- I feel less motivated off duty too – not just at work
- I feel more cynical than I used to
- I feel tired even when I rest
- I don't feel like myself lately
- Other: \_\_\_\_\_

## 2. What Burnout Has Been Costing Me

Take a few minutes with each prompt. Short answers are fine. Honest answers matter more.

At work, this has been affecting my:

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At home, this has been affecting my:

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The part of me that feels most worn down right now is:

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What I miss most about how I used to feel is:

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## 3. Warning Signs I Should Not Ignore

These are the signals worth noticing – before they get louder. Fill in what's real for you.

One sign I'm running low is:

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Another sign is:

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People close to me might notice:

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I tend to brush it off by telling myself:

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# 4. What Is Draining Me Most Right Now

Rate each area from **0 (not a factor)** to **10 (major drain)**. Circle or write your number. This isn't about blame – it's about awareness.

Sleep: 0 – 1 – 2 – 3 – 4 – 5 – 6 – 7 – 8 – 9 – 10	Workload: 0 – 1 – 2 – 3 – 4 – 5 – 6 – 7 – 8 – 9 – 10	Shift Schedule: 0 – 1 – 2 – 3 – 4 – 5 – 6 – 7 – 8 – 9 – 10	Admin Frustration: 0 – 1 – 2 – 3 – 4 – 5 – 6 – 7 – 8 – 9 – 10
Exposure to Stress: 0 – 1 – 2 – 3 – 4 – 5 – 6 – 7 – 8 – 9 – 10			
Home Stress: 0 – 1 – 2 – 3 – 4 – 5 – 6 – 7 – 8 – 9 – 10	Lack of Recovery Time: 0 – 1 – 2 – 3 – 4 – 5 – 6 – 7 – 8 – 9 – 10	Isolation: 0 – 1 – 2 – 3 – 4 – 5 – 6 – 7 – 8 – 9 – 10	Health Habits: 0 – 1 – 2 – 3 – 4 – 5 – 6 – 7 – 8 – 9 – 10
Carrying Too Much Mentally: 0 – 1 – 2 – 3 – 4 – 5 – 6 – 7 – 8 – 9 – 10			

# 5. What Helps — Even a Little

Check anything that has helped before, or that you know would help if you actually did it. No judgment here.

- Better sleep routine
- Better food and hydration
- Less phone scrolling at night
- Taking a real day off – mentally, not just physically
- Quiet time after shift before engaging at home
- Writing things down
- Exercise or movement
- Short reset tools during shift (breathing, walking, pause)
- Talking to someone I trust
- Reducing unnecessary overtime
- Music or time outdoors
- Reconnecting with something outside of work

Something else that helps me, even a little: \_\_\_\_\_

# 6. My Next Small Move

**Small changes are still changes. You don't need a complete overhaul – you need one honest step.**

One thing I need more of:

\_\_\_\_\_  
\_\_\_\_\_

One thing I need less of:

\_\_\_\_\_  
\_\_\_\_\_

One realistic step I can take this week:

\_\_\_\_\_  
\_\_\_\_\_

One sign that step is helping:

\_\_\_\_\_  
\_\_\_\_\_

**Burnout does not mean weakness.** It usually means you have been carrying too much for too long without enough recovery. Small changes count. Rebuilding energy and connection does not happen all at once – but it can start here.