

Tech Burnout Checklist

20 signs to watch for before burnout becomes a crisis



DEVELOPERS



FREELANCERS



CONTRIBUTORS



WOMEN IN TECH



How to use this checklist: Tick what you recognize in yourself, even mildly. A score of **6+ ticks** is a clear signal worth listening to.

PHYSICAL

3 Signs

- ☐ Waking up tired even after a full night's sleep
- ☐ Getting sick more often than usual (weakened immunity)
- ☐ Frequent headaches or tension in neck and shoulders

EMOTIONAL

3 Signs

- ☐ Feeling detached or numb about work you once loved
- ☐ Irritability, impatience, or frustration over small things
- ☐ A quiet sense of dread before starting your workday

MENTAL

3 Signs

- ☐ Difficulty concentrating or focusing for more than 20 mins
- ☐ Forgetting tasks, losing track of details, or mistakes increasing
- ☐ Persistent brain fog and reduced problem-solving capacity

WORK BEHAVIOUR

4 Signs

- ☐ Working longer hours but producing significantly less output
- ☐ Avoiding colleagues—Slack, Teams, and emails going quiet
- ☐ Procrastinating on routine tasks that once felt simple and easy
- ☐ Feeling overwhelmed or defensive regarding code feedback

LIFE OUTSIDE WORK

3 Signs

- ☐ Cancelling plans with friends or family regularly due to low energy
- ☐ No longer enjoying hobbies, side projects, or activities outside work
- ☐ Neglecting basic personal self-care or household routines

TECH-SPECIFIC

4 Signs

- ☐ Dreading opening your laptop or seeing notifications in the morning
- ☐ Feeling deep resentment toward clients, users, or the codebase
- ☐ Severe screen fatigue—eyes and head feeling heavy after short sessions
- ☐ Compulsively checking tools/dashboards without purpose or focus

WHAT YOUR SCORE MEANS

1-3

NORMAL STRESS

Rest and keep watching how
you feel.

4-6

EARLY WARNING

Act now, before it deepens
fur ther.

7-12

SIGNIFICANT RISK

Please reach out for genuine
support.

13+

NEEDS REALSUPPORT

You are not alone. Please talk
to someone.

Recognize yourself in this checklist? Join our free sessions and honest community at wpwellbeing.org

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