

Firefighter Burnout Self-Check Worksheet

Instructions: Check the boxes that apply to you. Then reflect using the prompts at the bottom. This worksheet is private unless you choose to share it.

Physical Signs

Constant fatigue, even after rest
Trouble sleeping (insomnia or oversleeping)
Frequent headaches or body aches
More frequent illnesses or slower recovery
Skipping meals, hydration, or self-care

Emotional Signs

Feeling detached, numb, or “checked out”
Increased irritability or short temper
Feeling unappreciated or undervalued
Growing negativity or cynicism
Decreased sense of accomplishment

Behavioral Signs

Missing drills, calls, or meetings more often
Lower motivation or effort

Isolating from crew or family
Avoiding training or volunteer activities
Taking more risks (PPE shortcuts, unsafe driving, etc.)

Cognitive Signs

Trouble concentrating or making decisions
Forgetfulness or repeated mistakes
Difficulty learning new skills
Just “going through the motions”

First-Responder Red Flags

Emotional withdrawal after tough calls
Avoiding certain call types
(medical/traumatic)
Overuse of dark humor to cope
Loss of pride in serving
Talking about quitting more often

Reflection

- How many boxes did you check?
- Which areas (physical, emotional, behavioral, cognitive, responder-specific) stand out the most?
- What’s **one small step** you can take this week to support your well-being?
- Who could you reach out to for support (officer, peer, family, professional)?

Checking boxes doesn’t mean you’re failing - it’s a signal to care for yourself. If you checked **5 or more** in any section, consider talking with a peer, officer, or mental health resource.