

What is my personal resilience rating? | Tool



Purpose: Measure your overall risk for burnout and whether you are leading authentically.

Get ready:

▶ Set aside 15-20 minutes in your next team meeting:

- Walk through the GPS indicators
- Get the team to self rate
- Discuss with the team

Guide to complete:

The GPS Tool (Grow, Perform, and Sustain)

- Tracks burnout risk and authentic leadership in 5 minutes.
- Designed as a personal instrument panel to offer maximum insight with minimal effort.
- Identifies when motivation drops, workload balance shifts, or leaders take on too much.
- Use it regularly to navigate work sustainably—great leadership starts with looking after you



Rate each indicator personally	Rating 1-5 (1 Low - 5 High)				
	1	2	3	4	5
Indicators					
1. Intrinsic motivation ● The extent to which the work you do excites and energises you (your fuel for the journey)					
2. Values alignment ● Whether your work lines up with your most important values (your internal compass)					
3. Perform/grow and balance ● The balance between doing familiar work (perform mode) or new, first-time experiences that challenge you (grow mode) (your trajectory)					
4. Burnout risk ● The extent to which you are working in a way that is unsustainable (your warning lights)					

How can we improve our ways of working? | Tool



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Use This Tool Like a Pilot's Checklist

Mark your place on each indicator. If your 'X' is on the left, it's an area to improve. If it's on the right—well done, you're building resilience!

	Sustainable Performance Experiments		
	Most people	What will you experiment with?	Most people
Reflection on the best / worst ways to work	Work on auto-pilot		Have done deep reflection and have clear rules
Attitude to 'to do list'	Feel anxious if they can't get through everything		Made peace with not getting everything done
Transition to home life	Have no ritual to switch from work to home mode		Have a ritual to switch from work to personal mode
Work/home boundaries	Very blurry boundaries between work and home. Not really thought about topic.		Have thought about and created clear work and home boundaries
Opposite world and outside interests	No 'opposite world' as work is the focus		Many interests, identities and activities outside of work
Phone strategy	No strategy. Click their phone throughout the night. Look at emails.		On arriving home, put phone in different room and don't check it
Who am I?	Identity is closely tied to work and career		Is a multidimensional person. Wears many hats and plays different life roles

- **What Works Early Can Lead to Burnout Later**
 - Career habits that drive success (e.g. saying yes to everything, working relentlessly) can become unsustainable as life demands grow.
- **Burnout is Both Individual & Organisational**
 - Key drivers include leadership support, workload, and culture, along with personal factors like extreme work beliefs, misaligned values, and lack of recovery.
- **Three Degrees of Burnout**
 - From temporary stress (self-care needed) to constant stress (requiring a break) to full burnout (deep life changes necessary).
- **Rest Alone Won't Fix It**
 - Recovery requires real change—setting boundaries, switching off, having identities beyond work, and keeping work in perspective.