

Discover exactly where stress is costing your business

A Note Before You Begin

This assessment was designed for entrepreneurs, business owners, and leaders who have the strategy figured out but feel like something is quietly draining the energy, focus, and culture of their organization.

Answer each question honestly. There are no right or wrong answers. The score simply shows you where stress is most active in your leadership and your business so we can address it directly and strategically.

Set aside 10 minutes. Read each statement and circle or note the number that best reflects your experience over the past 30 days.

RATING SCALE

1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Almost Always

SECTION 1: YOUR PERSONAL STRESS LOAD

Questions 1 to 5

1. I feel mentally and physically exhausted by the end of the workday.	1 2 3 4 5
2. I have difficulty switching off from work thoughts in my personal time.	1 2 3 4 5
3. I experience physical symptoms of stress such as headaches, tension, or poor sleep.	1 2 3 4 5
4. I feel like there is never enough time to do everything that needs to be done.	1 2 3 4 5
5. I rely on caffeine, alcohol, or other substances to manage my energy or wind down.	1 2 3 4 5

Score ____ / 25

SECTION 2: YOUR LEADERSHIP ENERGY

Questions 6 to 10

6. I react to problems from a place of frustration or anxiety rather than clarity.	1 2 3 4 5
7. I find it difficult to delegate and feel like I have to do everything myself.	1 2 3 4 5
8. I avoid difficult conversations with my team because I do not have the energy for them.	1 2 3 4 5
9. I feel disconnected from my original vision and why I started this business.	1 2 3 4 5
10. I struggle to inspire and motivate my team the way I used to.	1 2 3 4 5

Score ____ / 25

SECTION 3: YOUR TEAM AND CULTURE

Questions 11 to 15

11. My team seems disengaged, unmotivated, or just going through the motions.	1 2 3 4 5
12. There is tension, conflict, or poor communication happening within my team.	1 2 3 4 5
13. I have experienced higher than expected turnover in the past 12 months.	1 2 3 4 5
14. My team mirrors my stress, meaning when I am stressed, they are too.	1 2 3 4 5
15. I do not have a consistent, intentional approach to team culture and wellbeing.	1 2 3 4 5

Score ____ / 25

SECTION 4: YOUR SUBCONSCIOUS PATTERNS

Questions 16 to 20

16. I notice I keep hitting the same walls or repeating the same patterns in my business.	1 2 3 4 5
17. I experience self-doubt, imposter syndrome, or fear of failure regularly.	1 2 3 4 5
18. I have beliefs about money, success, or worthiness that I know are holding me back.	1 2 3 4 5
19. I say yes to things I should say no to because I feel guilty or afraid of letting people down.	1 2 3 4 5
20. I feel like no matter how much I achieve, it never feels like enough.	1 2 3 4 5

Score ____ / 25

SECTION 5: YOUR BODY AND NERVOUS SYSTEM

Questions 21 to 25

21. I feel physically tense, contracted, or in fight or flight mode during the workday.	1 2 3 4 5
22. I have a hard time being fully present in conversations or meetings.	1 2 3 4 5
23. I experience anxiety, overwhelm, or a racing mind that is hard to quiet.	1 2 3 4 5
24. I rarely take real breaks during the workday to reset and recharge.	1 2 3 4 5
25. I know my nervous system is dysregulated but I do not know how to change it.	1 2 3 4 5

Score ____ / 25

TOTAL SCORE

Add all five section scores together

____ / 125

Understanding Your Results

Your score tells you how actively stress is running your business right now. Find your range below and read your results honestly. This is not a judgment. It is a starting point.

25 to 50

You Are Managing Well — Stay Proactive

What This Means

Stress is present but not yet running the show. You have good self awareness and solid coping strategies. The risk here is complacency. Leaders in this range often wait until things get worse before investing in prevention.

Signs to Watch

Occasional fatigue, mild tension in certain areas of the business, moments of doubt or disconnection. Nothing feels critical yet but you sense the undercurrent.

Your Next Step

This is the ideal time to build sustainable habits and culture systems before stress escalates. Prevention is always cheaper than recovery. A single Spark session with your team right now could protect years of culture building.

Recommended

Tier 1: The Spark — Book a single session workshop for your team at jennyburton.net

51 to 80

Stress Is Starting to Run the Show

What This Means

You are functioning but the cost is real. Stress is showing up in your leadership, your team dynamics, and probably your health. You have likely normalized a level of pressure that is not actually sustainable and the gap between where you are and where you want to be is growing.

Signs to Watch

Reactive leadership, team tension, difficulty delegating, relying on willpower to get through the day, a nagging sense that something needs to change but not knowing where to start.

Your Next Step

This is the most critical transition point. Leaders who address stress at this level see the fastest and most dramatic transformation. You do not need more strategy. You need a reset at the root level.

Recommended

Tier 2: The Shift — Schedule your Breakthrough Consultation at jennyburton.net

81 to 100

Burnout Is Active — This Needs Attention Now

What This Means

You are operating in chronic stress mode and it is affecting everything. Your leadership, your team, your culture, your health, and your results. This is not a willpower problem. This is a nervous system problem and it requires real intervention not just better time management.

Signs to Watch

Chronic exhaustion, emotional reactivity, high turnover, team disengagement, self-doubt, physical symptoms, a feeling of going through the motions rather than building something meaningful.

Your Next Step

You need more than a workshop. You need a sustained, personalized engagement that addresses the root patterns driving your stress and rebuilds your leadership from the inside out. The good news is that leaders in this range who do the work experience the most profound transformations.

Recommended

Tier 2 or Tier 3 — Book your Breakthrough Consultation now at jennyburton.net

101 to 125

Crisis Level — Please Reach Out Today

What This Means

You are in the red zone. This level of sustained stress is a serious risk to your health, your business, and the people depending on you. This is not a reflection of your strength or capability. It is a signal that you have been carrying far too much for far too long without the right support.

Signs to Watch

Complete exhaustion, inability to function at normal capacity, significant team or culture breakdown, serious physical or emotional health concerns, a feeling of being completely overwhelmed or at a breaking point.

Your Next Step

Please do not try to solve this alone. Reach out directly and let us talk. No intake form, no waiting. Just send an email to hello@jennyburton.net with the subject line I need support and I will respond within 24 hours.

Recommended

Direct outreach — email hello@jennyburton.net today. Subject: I need support.

Book your Breakthrough Consultation at jennyburton.net