



A CCCHAPS RESOURCE

Leadership Fatigue: Recognizing the Quiet Signs.

An executive wellness and leadership resilience article.

Executive burnout rarely arrives as a breakdown. It arrives quietly — as a subtle change in cadence, decision-making, and presence — long before it shows up in board reviews or 360s. This article surfaces the early markers boards, peers, and senior leaders themselves consistently miss until they're late.

ON-SITE

Across California

VIRTUAL

Nationwide

HYBRID

Built around your team

Serving organizations across California.
Nationwide virtual support available.



Six early markers worth taking seriously.

Practical, executive-friendly notes.

■ **Decision latency where there used to be conviction.**

Senior leaders who once moved quickly start re-litigating already-made calls. The work isn't harder; the well is shallower. Decision fatigue arrives before exhaustion does.

■ **A quieter relationship with the team.**

The all-hands gets a touch shorter. The 1:1s shift from coaching to status. Fewer informal conversations in the hall. Withdrawal from the small things is often the first signal.

■ **Cynicism that wasn't there a quarter ago.**

When previously engaged leaders start framing the work as pointless, broken, or rigged, that's not a personality change. It's depletion communicating itself.

■ **An over-reliance on routines that used to feel optional.**

More coffee. Skipped meals. Late-night replies. Calendar tightness where there used to be margin. Body-level signals show up before self-awareness does.

■ **Isolation framed as discipline.**

Leaders rationalize withdrawal as focus or efficiency. The people who saw them most often a year ago are now seeing them least. The shrinking circle is one of the loudest signals there is.

■ **Performance protected, presence depleted.**

Output looks fine. Numbers hold. But the leader is harder to reach as a human. By the time the first metric slips, the human has been depleted for months.

Boards and peers often only intervene after the breakdown. The earliest, kindest, most effective response is a quiet, confidential conversation — long before the formal review.

BEGIN A CONVERSATION

Schedule a confidential consultation.

A 20-minute exploratory call. Confidential. Never a pitch.

ccchaps.com/request-consultation