



A CCCHAPS RESOURCE

Burnout Isn't a Productivity Problem.

Recognizing the early signs — and what to do about them.

By the time burnout shows up on a performance review, it's usually been building for months. This brief surfaces the early, quiet indicators that managers and HR leaders consistently miss — and the practical, low-cost responses that actually help.

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Five signals worth taking seriously.

Practical, executive-friendly notes.

■ **Withdrawal from the small things.**

Skipping the team standup. Camera off. Lunch alone. Disengagement starts at the edges before it shows up in the work itself.

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

When a previously engaged employee starts framing everything as pointless, broken, or rigged — that's not a personality change. It's depletion.

■ **'I'm fine.' On loop.**

Repeated, deflective reassurance — especially from senior contributors — is one of the loudest unspoken signals there is.

■ **Sleep, eating, and the small visible markers.**

Tired-looking. Skipping meals. Caffeine spikes. Working past midnight. These are body signals, not character flaws.

■ **The good performer who suddenly can't decide.**

Decision fatigue arrives before exhaustion does. Watch for hesitation in someone who used to move quickly.

The earliest, most effective response is rarely a program. It's a thoughtful, human conversation — before the formal review.

BEGIN A CONVERSATION

Schedule a confidential consultation.

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

ccchaps.com/request-consultation