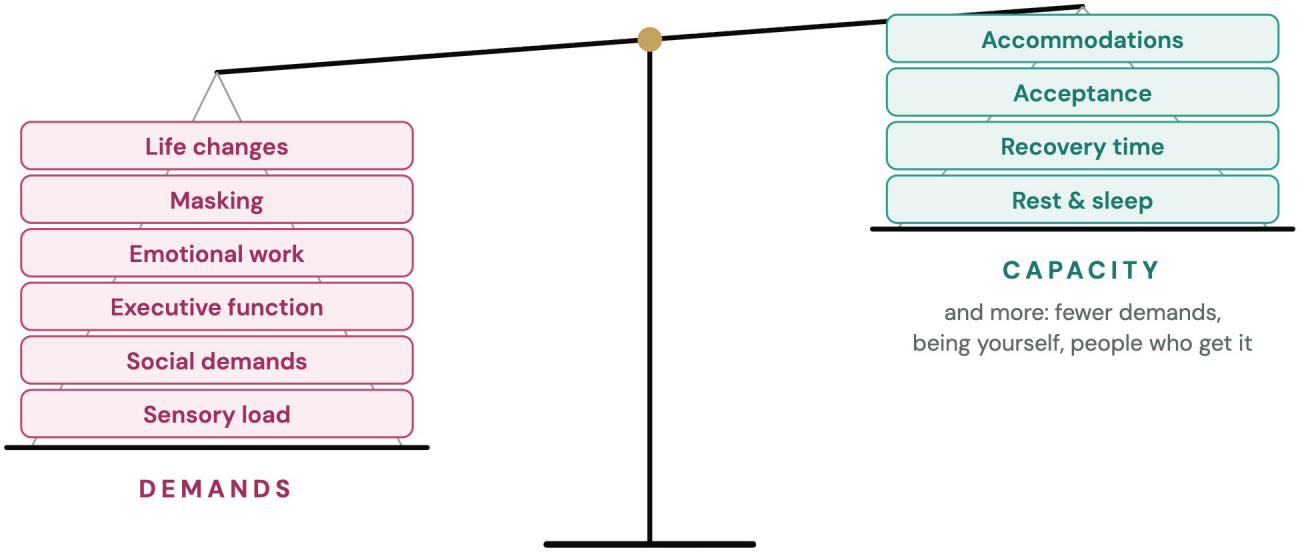
The Load vs. Capacity Scale

A simple picture of why burnout builds, and how it eases.

Everything you do takes energy, including work nobody sees. When demands outweigh capacity for weeks or months, without enough support, burnout can build. Rebalancing means taking weight off one side, adding weight to the other, or both.



Where is your scale today? THREE STATES

Balanced

Demands and capacity roughly match. Hard days happen, and you recover.

Tipping

Demands are winning more often. Early warning signs start to show.

Stuck tipped

The scale has stayed heavy for months. This is where burnout lives.

Two ways to rebalance

Take weight off

- Remove a demand you can drop
- Reduce how often or how much
- Share it with someone else
- Unmask where it's safe

Add weight back

- Real rest, not just stopping
- Recovery time after hard things
- People who accept you as you are
- Accommodations that fit your brain

Capacity isn't fixed. Sleep, health, hormones, season and stress all change how much you can carry on a given day.

My Rebalancing Plan

Small changes on either side of the scale add up.

Remove

Demands I could stop doing, for now or for good.

Reduce

Demands I could do less often, more simply, or with help.

Restore

Things that refill me that I could add back.

This week, I'll start with: _____

Someone who could help: _____

Based on research describing autistic burnout as life demands outweighing capacity, with barriers to support (Raymaker et al., 2020, *Autism in Adulthood*). If you're in crisis or thinking about ending your life, please reach out now: in the US, call or text **988**; elsewhere, contact your local emergency or crisis line.