Burnout Recovery Plan

Rest, repair, and a slow return, planned on a steadier day.

Recovery usually happens in phases, and it rarely moves in a straight line. Use this plan to decide what each phase looks like for you, so you don't have to work it out while you're exhausted. Move back a phase whenever you need to.

Where I am right now TICK ONE

- ☐ **In it** — Exhausted, losing skills, little tolerance for anything.
- ☐ **Climbing out** — A few steadier days, but it doesn't take much to slip.
- ☐ **Steadier** — More capacity back. Now the job is protecting it.



PHASE 1
Rest & protect

Lower demands as far as you can. Guard rest like an appointment.

WHAT THIS LOOKS LIKE FOR ME

SUPPORTS I NEED

I'M READY FOR THE NEXT PHASE WHEN

PHASE 2
Repair

Rest that matches your load. Unmask where it's safe. Let people help.

WHAT THIS LOOKS LIKE FOR ME

SUPPORTS I NEED

I'M READY FOR THE NEXT PHASE WHEN

PHASE 3
Return slowly

Add one thing back at a time. Notice how it lands before adding more.

WHAT THIS LOOKS LIKE FOR ME

SUPPORTS I NEED

I'M READY FOR THE NEXT PHASE WHEN

My Recovery Commitments

The promises I'm making to myself while I recover.

Demands I'm pausing

Supports I'm adding

People who know about my plan

My early warning signs

If I slip back, I will

Kind words for a hard day

I'll look at this plan again on: _____

Based on what autistic adults said helped them recover from burnout: acceptance and support, fewer expectations and time off, and being able to be themselves (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.