



The Burnout Decoder Tool

Uncover the 5 Hidden Signals Draining Your Clients' Energy, Clarity, and Performance

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Why This Tool Exists

Most of your clients might not even realize they're burned out. They just think they're tired, unmotivated, or "not themselves". They'll blame long hours, their boss, a poor diet, or an overloaded calendar and the kids. They might even try a vacation and realize that even after time off, they still aren't refreshed.

But here's the truth - **burnout is not just about fatigue, it's about misalignment. Misalignment can come from many places.**

Some of the most common culprits are:

- Disconnecting from their highest values and what matters most,
- Not setting clear expectations or drawing healthy boundaries,
- Wanting to please others and not prioritizing their own sleep,
- Not knowing how to decipher their own body's signals, or
- Holding on to outdated beliefs that reinforce that they can't have what they want.

These are some common examples that drain your clients at a cellular level. And that's **exactly where coaching, not medicine, becomes essential**. You read that right. Your client's unresolved stress: mentally, emotionally, socially and spiritually, will eventually show up in their physical body in order to get their attention.

The Burnout Decoder Tool gives you five powerful questions to reveal what's really happening. These aren't surface-level prompts. They're somatic keys that unlock the signals your clients are ignoring, overriding or denying, as the body is diligently keeping score. When you know how to use them, you'll start uncovering the deeper root causes of your client's disengagement, exhaustion, and potentially even *declining performance*.

Why This Matters for You as a Coach or a Health Practitioner

This isn't just about helping tired people feel better (although it will). It's bigger than that. Burnout is a global epidemic, and it's a powerful force that is reshaping the coaching industry. This trend provides an enormous opportunity to fill a widening gap that will serve clients while also saving companies in healthcare costs and productivity.

- **75% of professionals worldwide experience burnout** at some point in their careers (*WHO*).
- Burned-out employees are **63% more likely to take a sick day** and **2.6x more likely to be job hunting** (*Gallup*).
- Workplace stress costs U.S. businesses more than **\$300 billion every year** in absenteeism, turnover, and lost productivity (*American Institute of Stress*).

Why This Matters for You as a Coach or a Health Practitioner

When you can help clients demystify burnout, you're not just improving wellbeing, you're solving a **business-critical performance issue**. That makes your coaching indispensable in corporate, healthcare, and entrepreneurial settings.

Who This Is For

- Coaches supporting high-capacity leaders who think survival mode is the status quo and they must endure rising stress by *toughing it out*.
- Executive and business coaches whose clients are paying for success with their health.
- Coaches who sense there's something deeper going on with their clients but don't yet have the tools to name or navigate it.
- Healthcare or wellness professionals seeing capable people break down physically or emotionally despite "doing everything right".

If you've ever wanted to move beyond mindset coaching into true root-cause healing, this is your opportunity!

Disclaimer: Please confirm that any client presenting with physical health symptoms, concerns, ailments or diagnoses has obtained previous clearance from a qualified healthcare provider before engaging in any type of coaching exploration with them to uncover stress-related symptoms.

Five Power Questions — What These Questions Unlock and Why It Matters

Most people have never learned how to receive and interpret signals from their own biology. Each of these questions has the potential to interrupt your client's internal stress cycle before it intensifies and becomes a crisis. These questions will remind your clients that they are not broken. Rather, their nervous system is their trusted companion, providing data that will supercharge their ability to navigate our fast paced world.

1. Early Clues

Question: *Take a few breaths and check in with your body. Is there any place that feels like it's carrying more than its share? Perhaps anywhere you might feel tightness, heaviness, constriction or discomfort?*

Why this matters:

The body whispers before it shouts. By attuning to subtle sensations early, clients can recognize stress before it escalates into burnout or illness.

What to listen for:

Subtle aches, fatigue, or tension that clients may dismiss as “normal” but are actually their

body's early warnings. Energy shifts in the body often precede emotional or mental burnout. Naming these patterns helps clients use the body as an early-warning system for misalignment.

Try this follow-up:

If that part of your body could speak, what would it say?

If you gave yourself permission to pause, what would you hear more clearly?

What's the truth you've been overriding that your body or stress keeps trying to remind you of?

2. Energy Inventory

Question: *In the flow of your everyday life, what feels most draining or depleting to you?*

Why this matters:

Burnout often creeps in through unnoticed energy leaks. Small, repeated drains can add up, gradually shifting who your client believes they can be and what's possible for them. Naming those leaks helps reclaim choice.

What to listen for:

Patterns of tolerating tasks or situations that feel heavy, repetitive, or insignificant.

Try this follow-up:

What's the smallest request your body (or stress, or energy) is making of you right now?

If you could redirect the energy currently being drained, where would you most want it to go?

3. Enduring Quietly

Question: *Where in your life do you find yourself forcing or overriding, doing it anyway, even when your body or mind is asking for rest?*

Why this matters:

High performers are conditioned to override signals and keep going at all costs. The unseen costs of “just coping” quietly drain resilience. Naming hidden stressors helps reconnect your clients to their limits and humanity. Bringing them into the open builds awareness and choice.

What to listen for:

Hidden burdens, minimized struggles, or silent perseverance. Clues of minimizing or normalizing struggle sound like: “It’s fine, I just need to deal with it, I have to push through.” or “I can’t slow down.”

Try this follow-up:

If instead of powering through, you honored your limits with compassion, what might shift?

What would it feel like to treat this signal as a caring reminder instead of an obstacle?

If you were no longer willing to push through silently, what conversation would you need to have?

4. Engaging Stress

Question: *If stress could walk into the room and introduce itself, what would it say its job is in your life?*

Why this matters:

The body speaks in metaphor long before the mind catches up. Stress isn’t the enemy, it’s data. Giving it a role makes its message easier to decode.

What to listen for:

Language that personifies stress: “It’s warning or protecting me.”, “It’s blocking me.”, or “It’s asking me to stop.”

Try this follow-up:

What’s the one piece of advice that your body, mind or heart has been giving you that you’ve been unwilling to take?

If this discomfort were a compass instead of a burden, what direction would it point you in?

If you stopped tolerating what drains you, what doors might open?

5. Emphasizing Value Alignment

Question: *Where in your life are you going through the motions instead of living in sync with what you care most about?*

Why this matters:

Burnout grows when behaviour drifts too far from values. Realignment restores integrity and energy. Burnout often signals that the cost of compromise has become too high. Realignment builds energy and authenticity.

What to listen for:

Resignation, overcommitment, or over-scheduling. Conflict between stated values and lived behavior. Valuing freedom but living in hustle. Craving peace but filling the calendar. Patterns of “shoulds” vs. genuine desire; sacrifices of peace, freedom, or authenticity.

Try this follow-up:

Where are you going along with things that no longer fit who you are becoming?

What small step could bring your actions closer to what you truly value?

What part of your current rhythm no longer fits the person you're becoming?

If you stopped saying yes out of habit, what would you create more space for?

Why These Questions Change Everything

With these five questions, you'll be able to:

- Detect early somatic warning signs before they become health crises.
- Help clients break free from survival mode and reclaim their agency.
- Connect wellbeing directly to performance and productivity.
- Differentiate yourself as the coach who can see what others are missing.

This is the future of coaching in a post-AI world: **making invisible patterns visible and decoding the body's wisdom as additional data that helps them navigate our complex world.**

Did you implement any of the questions? Send me a quick note at support@coaching.com or reply to any of our emails.

Want to Go Deeper?

In the free upcoming [Burnout Masterclass](#), you'll learn how to:

- Map burnout across five core energies (physical, mental, emotional, social, spiritual).
- Differentiate stress from true misalignment.
- Coach at the intersection of physiology, emotion, and performance.
- Position yourself as the go-to coach when resilience stops working.

Know a coach or practitioner who supports burned-out clients? Take action!

- Share this Decoder with them.
- Invite them to the [Masterclass](#) alongside you.
- Together, we can raise the bar for coaching that truly heals!