The Reality Mirror Check-In Script

Name burnout in a 1:1 without sounding dramatic, and without sounding like the start of a formal process.

The Problem

You have seen it before.
Someone on your team is sliding.
They are snapping at small things, going quiet in meetings, missing deadlines they would normally hit without thinking.

You want to say something. But you do not have the words to raise it without sounding like you are accusing them of being broken, or worse, triggering a formal HR conversation nobody asked for.

So you say nothing. And it gets worse.

Why it Matters

BURNOUT IS RARELY A DRAMATIC COLLAPSE. IT IS A SLOW SLIDE THAT GETS QUIETLY NORMALISED AS "JUST A BUSY PATCH."



sally@healththatheals.com.au
healththatheals.com.au

HEALTH THAT HEALS
sally mcgrath

Three Phrases, One for each stage

Restore Your Composure:
"I have noticed you seem a bit more stretched than usual lately. Can we take a minute to talk about it?"

Reframe Your Thoughts:
"This doesn't feel like a 'you' problem; it feels like a workload or pattern problem. What do you think is driving it?"

Reset Your Mind:
"Let's agree on one small thing to change this week, and check in again on Friday to see how it landed."

THE EARLIER A LEADER NAMES WHAT THEY ARE ACTUALLY SEEING, IN PLAIN, HUMAN LANGUAGE, THE MORE CHOICE THE PERSON STILL HAS. WAIT FOR THE CRISIS AND THE OPTIONS SHRINK FAST, USUALLY TO SICK LEAVE OR RESIGNATION.

"If this lands and you want to talk through how it shows up in your team, just email; I'm happy to talk it through."



sally@healththatheals.com.au
healththatheals.com.au

HEALTH THAT HEALS
sally mcgrath