



Don Eash Coaching

OXYGEN MASK

THE RIGHT ALTITUDE · GRAVITY SERIES

Your Burnout Diagnostic

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YOUR ZONE

Structural Failure

Total score: 86 of 120

Every system in your life is running at full draw, and there is no reserve left. Jordan, your 86 out of 120 puts you in Structural Failure — the zone where the load isn't just heavy, it's been heavy long enough that the structure itself is compromised. What stands out in your profile isn't one category that collapsed; it's five categories that are all elevated, with Patterns, Hours, and Recovery each sitting at or near their ceiling. That's not a person who hit one bad season. That's a person whose operating system has been running this way long enough that it feels normal — and that normality is the most dangerous part of where you are right now.

THE SHAPE OF YOUR BURNOUT

The five categories of your assessment, scored side by side. The loudest one — the category where the data clusters highest — is highlighted. That's the one driving the rest of the document.



Each category is scored from 0 to 24, with 24 being loudest. Total possible: 120.

Patterns also scored 20. The report leads with Recovery — the patterns work shows up in the sections that follow.

YOUR CATEGORIES

Each category read at your specific score — what it means at this level, what it drives, and what it costs.

PATTERNS — 20/24

A 20 out of 24 in Patterns means the behaviors driving your burnout aren't occasional — they're habitual, consistent, and largely invisible to you because they've become the default. You're not falling into bad habits under stress; you're running patterns so embedded they feel like competence. The person who takes on the extra load, who stays until it's done, who answers at 10pm — that person isn't making a choice anymore. They're executing a pattern that has long since stopped being a decision.

HOURS — 20/24

Hours at 20 out of 24 says the workday has no real edges. Not because the calendar is unmanageable in theory, but because the actual hours worked — including the mental hours when you're technically off — are consuming the space that recovery needs. This isn't about counting hours as a number. It's about the fact that when you're always accessible, always on, always catching one more thing, your nervous system never receives a clear signal that the shift is over.

RECOVERY — 20/24

Recovery at 20 out of 24 is the loudest category in a profile that's evenly loaded throughout. What the score reflects isn't a lack of knowledge about recovery — you likely know exactly what you should be doing. What it reflects is a consistent override: the part of you that treats rest as a reward rather than a requirement keeps winning the internal argument. Until that override gets examined, no recovery strategy will hold.

BODY — 14/24

Body at 14 out of 24 is the one category in this profile that shows some separation from the rest — and that's worth noting carefully. You're not fully disconnected from physical signals yet. Sleep, movement, and physical state are degraded but not destroyed. The risk at this stage is that the body is still functional enough to keep up, which makes it easy to ignore the signals it is sending. The window to address this before it becomes a hard stop is still open — but it's narrowing.

IDENTITY — 12/24

Identity at 12 out of 24 is the lowest category in your profile, and that gap matters. At a score of 12, there are still places where you have some separation between who you are and what you produce — but they're getting harder to access. The concern with Wiring as your primary engine is that identity and output tend to fuse over time. When the work is this consuming, the question of who you are without it becomes truly uncomfortable — and that discomfort keeps you working.

YOUR LOUDEST CATEGORY: RECOVERY

Recovery at 20 out of 24 is the loudest signal in a profile where nearly everything is loud — which means the absence of recovery isn't a gap, it's a pattern reinforced by Wiring. For someone built the way you're built, rest doesn't feel earned unless everything is done — and everything is never done. That loop is what makes this score so costly: the system that most needs a circuit breaker is the same system that keeps overriding one.

A 20 out of 24 in Recovery doesn't mean you occasionally skip a vacation. It means recovery has been systematically removed from how you operate — not by accident, not by circumstance, but because something in you decided that recovery was optional or conditional on finishing. You're not resting between efforts. You're borrowing against a reserve that stopped replenishing a while ago.

The cost shows up in ways that are easy to attribute to other things — slower decision-making, shorter fuse, the feeling of going through the motions on work that used to energize you. Those aren't personality shifts. They're symptoms of a system running without adequate recovery time. And here's the harder truth: the more depleted you get, the more Wiring kicks in to compensate — pushing harder, staying longer, doing more — which is the exact opposite of what the situation requires.

HOW THEY COMPOUND

When Patterns (20), Hours (20), and Recovery (20) all score at or near ceiling simultaneously, something specific happens that you can't see by reading each one in isolation: the three systems lock together into a self-reinforcing loop. The patterns dictate the hours — staying late, taking on more, not delegating. The hours eliminate the windows where recovery could happen. And the absence of recovery degrades the judgment and emotional regulation you'd need to interrupt the patterns in the first place. Each one makes the other two harder to break. This is why willpower hasn't worked — you've been trying to override individual behaviors in a system designed to restore them.

THE PATTERN AUDIT

YOUR ENGINE: WIRING

Wiring at 12 out of 15. This is the highest engine in your profile — and it's worth understanding what that actually means, because most people misread it. Wiring isn't about wounds. It isn't about a childhood that installed perfectionism or a manager who made approval contingent on output. Wiring is constitutional — it's the way certain people are built from the start. High capacity, high drive, high sensitivity to incompleteness. You didn't learn to operate this way because something happened. You operate this way because it's structural.

That distinction matters enormously for what this plan can and can't do. You cannot willpower your way out of Wiring. You cannot decide to be less driven. What you can do — and what the work requires — is learn to work with the architecture instead of against it. People with Wiring as their primary engine often spend years trying to become someone less intense, someone who can just let it go. That effort fails every time because it's aimed at the wrong problem. The real work is building systems and structures that give the Wiring somewhere to go without burning the whole thing down.

Fear at 11 and Achievement at 11 are both close behind Wiring — and they don't cancel each other out, they compound it. Fear adds urgency to what Wiring already makes feel essential: it's not just that you want to do this, it's that something bad happens if you don't. Achievement adds a performance dimension — the output needs to be visible, recognized, worth the cost. Together, they take a constitutional drive and add a throttle that keeps the engine running past the point where the structure can support it.

SHRINKING IT 10%

1. Step 1: Name the override in real time. The next time you catch yourself staying late, taking on one more task, or skipping a break — stop and say out loud or in writing: 'I am choosing this because of how I'm wired, not because it is required.' You're not trying to stop the behavior yet. You're building the muscle of noticing it before it runs.
2. Step 2: Separate urgency from necessity. Wiring generates a felt sense of urgency that often has no external source. This week, pick one task per day that feels urgent and ask: who set this deadline, and what actually happens if this waits 24 hours? The answer will tell you whether the urgency is real or constructed by the engine.
3. Step 3: Give the Wiring a designated channel. Trying to suppress constitutional drive doesn't work — it migrates. Instead, identify one area of your work where intensity is truly warranted and let it run there. Contained, directed Wiring is productive. Diffuse, unbounded Wiring is what creates an 86.

That's the 10%. It feels small. It isn't.

THE RECOVERY PRESCRIPTION

For someone running on Wiring, the recovery practice that actually holds isn't passive rest — it's structured cessation. You need to build hard stops that remove the decision entirely, because leaving it as a choice means the engine will always win the argument. That means a defined end time that gets treated like a client commitment. It means a wind-down sequence, however brief, that signals to your nervous system that the shift is over.

The specific practice for Wiring is this: before you close the day, write down the three things that are most incomplete and will most want to pull you back in. Name them. Put them somewhere visible. Then close the screen. The act of naming the incompletions externalizes them — it gives the Wiring somewhere to land so your nervous system doesn't have to hold them through the night. This isn't magic. It works because it respects the architecture instead of fighting it.

WHAT'S GOING TO RESIST

Wiring fights this practice by making it feel irresponsible — like you're abandoning something that needed you. The internal argument sounds like: 'just this one thing, then I'll stop.' That's not a decision. That's the engine. The resistance will be strongest on the days the load is heaviest, which are exactly the days the practice matters most. Expect the discomfort. Plan for it. It doesn't mean the practice is wrong.

Defend the practice for two weeks before you change anything else.

THE BODY SCORECARD SETUP

Your mind will tell you the delay is justified. The data won't lie.

Track three things daily for the next 30 days: the time you actually stopped working (not when you planned to, when you did), whether you completed the wind-down sequence, and your energy level on a simple 1–5 scale at the start of the next morning. Keep it that simple. You don't need a complex system — you need consistent data about whether the intervention is creating any shift.

WHAT YOU'LL SEE

In the first two weeks, you'll likely see the stop time is later than you thought and the morning energy score is lower than you'd like. That data isn't discouraging — it's the baseline. By week three, if the wind-down practice is holding, morning energy should show early movement even before total hours change significantly.

WHAT FIGHTS THE DATA

The tracking itself will feel unnecessary to Wiring — like overhead on top of everything else you're already carrying. There will be days you skip it because it feels like one more thing. Those are the days to do it anyway, even if it's just 30 seconds. The act of tracking is part of the intervention, not a report card on it.

THE FIVE-HOUR MAP

This is the section you're going to fill out. Not later. Now.

The Five-Hour Map is where this goes from diagnosis to decision. The exercise is simple in concept and hard in practice: you're identifying five hours per week that currently belong to the pattern and reassigning them with intention. For a profile like yours — Patterns, Hours, and Recovery all at 20, Wiring as the primary engine — the map won't complete itself through good intentions. It requires a specific inventory of what to cut, what to protect, and what to build in its place.

STOP / DELEGATE / SHRINK

Stop / Delegate / Shrink is where you find the hours. Look at the tasks and commitments that are consuming time at the pattern level — not just what's on the calendar, but what you've silently taken on that no one assigned you. At a score of 86, there are things in this bucket that don't need to be done at all, things that need a different owner, and things that need to shrink in scope before they're worth the cost they're extracting.

What I'm cutting:

Hours per week reclaimed:

Cost to cut (the conversation, the email, the decline):

PROTECT / DEFEND / LOCK

Protect / Defend / Lock is where you put the recovery time you've just found. This isn't about adding buffer — it's about treating specific windows as non-negotiable. For Wiring, 'protect' alone won't hold. The language here is deliberate: defend means you have a response ready when someone tries to fill the window, and lock means it's in the calendar with the same weight as a client call.

What I'm protecting:

Hours per week defended:

Cost to hold (the pushback, the guilt, the expectation):

INSTALL / BUILD / START

Install / Build / Start is where you place the two or three practices that don't exist yet but need to. For your profile, this likely includes the wind-down sequence, a defined start-of-day boundary, and one recovery practice that happens inside the work week — not on a weekend, not on vacation, but woven into the structure where the pattern actually lives.

What I'm adding:

Hours per week invested:

Cost to start (the time, the discomfort, the adjustment):

THE FIRST 30 DAYS

WEEK 1

Week 1 is about mapping the actual shape of your hours — not what the calendar says, but what you're really working and when the override happens. You cannot redesign a pattern you haven't accurately described yet.

1. Item 1: For five consecutive workdays, log your actual stop time and the trigger that kept you working past when you intended. Don't change anything yet — just record it. The data will show you where the override is strongest.
2. Item 2: Identify three tasks or commitments you are currently carrying that were never formally assigned to you — things you took on because no one else did or because the Wiring said you should. Write them down with their weekly time cost.
3. Item 3: Set one hard stop this week — pick the day where it's most realistic, put it in the calendar, and treat it as a client commitment. One day, one clean stop. That's the whole ask for this week.

The temptation in Week 1 is to try to fix everything at once. Don't. You're at 86 — the system needs to be understood before it can be changed, and trying to overhaul everything simultaneously is itself a Wiring behavior.

By the end of Week 1, you should have five days of stop-time data, a named list of unassigned load, and one successful hard stop. If the hard stop didn't hold, write down exactly what overrode it. That note is Week 2 material.

WEEK 2

Week 2 uses what you learned in Week 1 to make the first real structural change. The stop-time data showed you where the pattern is strongest — this week, you act on that one location.

1. Item 1: Take the three unassigned tasks or commitments from Week 1 and make a decision on each one: stop entirely, hand it to a specific person with a specific transfer plan, or shrink its scope and time cost by at least 50%. Decisions only — not plans to decide later.
2. Item 2: Add the wind-down sequence. It doesn't need to be elaborate — three steps, five minutes. Name the steps, write them down, and run them at the end of each workday this week. Consistency over complexity.
3. Item 3: Extend the hard stop to three days this week, using the override data from Week 1 to anticipate and prepare for the specific things that will try to pull you back in.

Week 2 is where Wiring pushes back hardest on delegation. The internal argument will be that no one else will do it the right way or as fast. That argument isn't wrong — it's just not the right measure. The right measure is what carrying it is costing you at an 86.

Check whether the wind-down sequence ran all five days. If it ran fewer than three, identify the specific days it broke and what replaced it. That's the interference pattern you're working against in Week 3.

WEEK 3

Week 3 installs the recovery structure inside the work week — not after it, not on the weekend, but inside the days where the pattern lives. This is the week the Five-Hour Map becomes real.

1. Item 1: Complete the Five-Hour Map. Use the Stop / Delegate / Shrink bucket to identify where the hours are coming from, the Protect / Defend / Lock bucket to place at least two recovery windows in the calendar this week, and the Install / Build / Start bucket to name one new practice that goes in those windows.
2. Item 2: Pick one recovery practice to run in the protected windows — not passive, not screens, not work-adjacent. Movement, stillness, or a complete context shift. Run it at least twice this week in the locked windows.
3. Item 3: Have one direct conversation with someone on your team or in your life about a handoff or boundary that Week 1 and 2 identified but you haven't communicated yet. Say the thing directly.

The recovery windows will feel uncomfortable in a way that's different from the first two weeks. Wiring doesn't just resist stopping — it generates guilt about stopping. That guilt is information, not instruction. You don't have to act on it.

By the end of Week 3, you should have run two protected recovery windows, completed the Five-Hour Map, and made one direct communication about a boundary. If any of these didn't happen, ask which engine blocked it — the answer matters for Week 4.

WEEK 4

Week 4 is about consolidation and honest assessment. The goal isn't to have solved the problem — it's to have a system that can hold after the 30 days end. What built in Weeks 1–3 only sticks if it's examined and adjusted here.

1. Item 1: Review your five weeks of stop-time data and energy scores. Write three sentences — not a list, three sentences — about what changed, what didn't, and what the data tells you about where the system is still breaking down.
2. Item 2: Revisit the Five-Hour Map and confirm which protected windows are holding. For any that collapsed, decide whether the problem is the window itself or what's filling it — and make one structural adjustment before the 30 days close.
3. Item 3: Name the one pattern that most needs work beyond what this plan can do — the place where the Wiring is running something deeper than scheduling and structure can address. Write it down. That's what the next conversation needs to be about.

Week 4 is not a graduation. A score of 86 doesn't become a 40 in 30 days. What you're building is a floor — a set of structures that stops the freefall and gives you something to build from. That is the appropriate ambition for this month.

If by the end of Week 4 you have consistent hard stops, two protected recovery windows holding, at least one handoff completed, and a clear picture of what's next — the 30 days did their job. The question after this isn't whether you're fixed. It's whether you're willing to keep the structures when the pressure returns.

AFTER 30 DAYS

This plan will take you a real distance — but it has a ceiling, and that ceiling is the place where the pattern stops being about scheduling and starts being about what the Wiring is protecting. A coach or therapist can help you get to what the plan cannot.

For someone running on Wiring, the deeper work isn't about reducing drive — it's about understanding what the drive is in service of, and whether that answer still fits the life you actually want. Wiring doesn't ask permission, and it doesn't stop when the work is done. The real question is whether it's building something or just burning. That distinction — and what to do with it — is work worth doing with another person in the room.

Your access code is valid for 365 days. You can retake up to 3 times within that window — the first retake lands best after you've worked the 30-day plan. Each retake builds a comparison against everything in this document.

If the data says the practice isn't reaching the engine, that's not failure. It's information. A coach or therapist can help you get to what the plan can't.

— Don