3585 Burnout Is Not Overwork

People Fieldbook · https://kb.jeffreysummers.com/docs/3585-burnout-is-not-overwork-2/

The Demand

This week, you audit whether the effort in your building is producing movement or just heat. If every week looks like the last with nothing compounding into a better business, you are scheduling burnout, and no amount of empathy will fix a system producing no growth.

The Work

Run the growth-versus-noise audit this week.

1. List everything that consumed your attention this week: vendor demos, platform pitches, promo adjustments, positioning tweaks. Mark which ones produced a measurable improvement in the operation and which ones were motion without direction.
2. Cut or decline at least one piece of noise this week that does not build capability.
3. Identify one system, one team capability, or one Guest experience element that got measurably clearer or stronger this week. If you cannot name one, that is your answer on where the exertion is going.
4. Ask your cast directly this week whether they feel flexible hours, coworker camaraderie, regular feedback, recognition, and a visible advancement path. These require leadership decisions, not capital.

This week, protect the operation from at least one form of noise and point the freed attention at one specific growth move instead.