

Overfunctioning means you are taking on too much responsibility.
You try to "fix" or "rescue" situations and people.

Overfunctioning can masquerade as helpfulness.

For example, overfunctioners are quick to act. They're the co-worker who is always willing to lend a hand and pitch in when a team is short-staffed.

But when you assume too much responsibility, it creates a dynamic where others can underfunction.

You become the consummate student in a group project who ends up doing all the work and then feeling resentful.

When you assume responsibility for "fixing" situations and rescuing other people, they don't have to do their part, which can be frustrating at best and damaging at worst.

As a result of constant self-sacrifice, overfunctioners are prone to burnout.