

Overfunctioning, Underfunctioning, and Burnout

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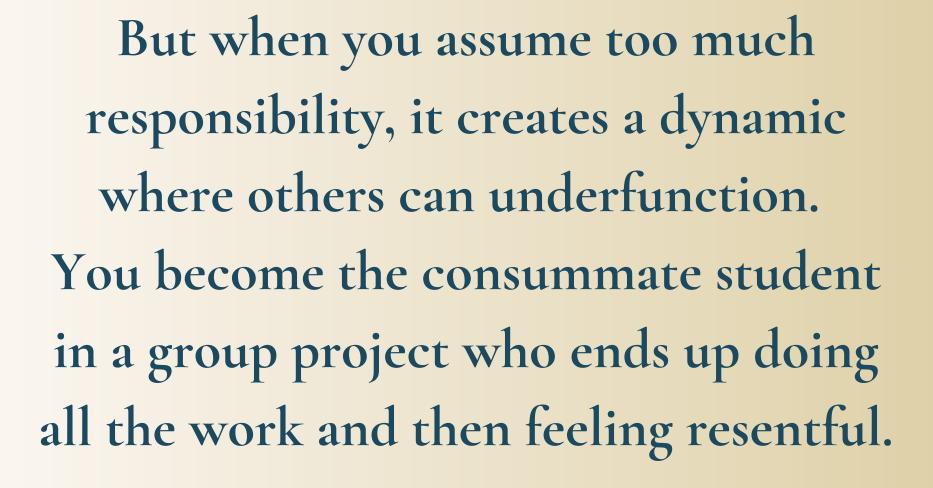
Overfunctioning means you are taking on too much responsibility.
You try to "fix" or "rescue" situations and people.

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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.

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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.

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