

FOUNDER_BURNOUT_PROTOCOL

// hOS v1.1

A 50-question deep-dive that isolates the burnout loop crashing your system - and forces a clean behavioral patch.

Runtime	45-60 minutes (single sitting)
Intensity	I2-I3 (self-paced, Stop Rule included)
Output	1 bottleneck + 1 actionable patch
Version	v1.1 (Sequenced: START/DEEP/ACTION/CLOSE)

Frame: This is not journaling. Answer with data. Treat this like a production deployment.

Stop Rule: If you feel dissociation (numbness/zoning out) or acute panic, STOP. Switch to regulation and return later.

PROTOCOL_01 // USER_GUIDE

Execution parameters for the Founder Burnout Deep-Dive.

1) The frame

You are not here to vent. You are here to locate the specific lines of code (habits, beliefs, biological debts) that are causing your system to crash.

Total runtime: ~45-60 minutes. **Depth:** High. **Requirement:** Do not multitask.

2) The sequence (4 blocks)

This protocol follows a neurobiological arc. Do not skip ahead.

BLOCK I: START (Q1-10) // Hardware layer

Sleep, stimulants, and somatic signals. You cannot fix mindset if the nervous system is in freeze.

BLOCK II: DEEP (Q11-38) // Operating system

Cognitive distortions, identity fusion ('I am my company'), and relational debts. This is where the burnout script lives.

BLOCK III: ACTION (Q39-47) // System output

Busywork, avoidance loops, and recovery deficits. Insight without behavior change is entertainment.

BLOCK IV: CLOSE (Q48-50) // Toolkit

Resilience and agency. We never leave a system open.

3) Execution rules

The '5% more' rule: Write the 5% truer version of your answer (the part you are afraid to write).

Data > story: Replace vague labels with numbers and events. Example: 'I worked 14 hours yesterday to avoid feeling lonely.'

The stop rule: If you hit dissociation or acute panic, stop and regulate. Return when stable.

START BLOCK

Hardware integrity: sleep, stimulants, somatic signals.

Q01 [Hardware] Over the past 14 days, how consistent is your wake time (\pm minutes), and what is the pattern when it breaks?

PASS ☐ FLAG ☐ FAIL ☐

Data point: _____

Q02 [Hardware] What is the earliest time you can realistically be in bed on weekdays without resentment? What blocks it?

PASS ☐ FLAG ☐ FAIL ☐

Data point: _____

Q03 [Hardware] What is your caffeine/nicotine signature (timing + dose)? What symptom does it temporarily solve?

PASS ☐ FLAG ☐ FAIL ☐

Data point: _____

Q04 [Hardware] When do you feel your first real drop in energy each day? What are you doing right before it?

PASS ☐ FLAG ☐ FAIL ☐

Data point: _____

Q05 [Hardware] Under pressure, do you hold your breath, go shallow, or speed up? What trigger reliably flips it?

PASS ☐ FLAG ☐ FAIL ☐

Data point: _____

Q06 [Hardware] Where does stress land first (jaw/chest/gut/neck)? What are you usually thinking in that exact moment?

PASS ☐ FLAG ☐ FAIL ☐

Data point: _____

Q07 [Hardware] Which sensory inputs (noise, lighting, texture, crowds) spike your irritability fastest - and what do you do next?

PASS ☐ FLAG ☐ FAIL ☐

Data point: _____

Q08 [Hardware] How often do you override hunger/thirst/toilet/rest signals for 'just one more task'? What does it cost you later?

PASS ☐ FLAG ☐ FAIL ☐

Data point: _____

Q09 [Hardware] What is your shutdown tell (zoning out, blank mind, heavy limbs)? How early can you catch it?

PASS [] FLAG [] FAIL []

Data point: _____

Q10 [Hardware] When was the last time your body moved hard enough to change your mood within 20 minutes? What stopped you recently?

PASS [] FLAG [] FAIL []

Data point: _____

DEEP BLOCK

Operating system + identity + network: scripts, fusion, relational debt.

Q11 [OS] Which decision are you deferring because it will create conflict, loss, or identity discomfort?

PASS [] FLAG [] FAIL []

Data point: _____

Q12 [OS] How many open loops are you carrying right now (tasks, messages, promises)? Which 3 are draining 80% of your RAM?

PASS [] FLAG [] FAIL []

Data point: _____

Q13 [OS] Where do you demand certainty that reality cannot provide - and how do you punish yourself for not having it?

PASS [] FLAG [] FAIL []

Data point: _____

Q14 [OS] What fear are you disguising as logic this week?

PASS [] FLAG [] FAIL []

Data point: _____

Q15 [OS] Before high-stakes meetings, what does your mind assume others will discover about you?

PASS [] FLAG [] FAIL []

Data point: _____

Q16 [OS] What scenario does your brain replay when idle or waiting - and what emotion is it trying to avoid?

PASS [] FLAG [] FAIL []

Data point: _____

Q17 [OS] Which metric controls your mood more than it should - and what does that metric symbolize to you?

PASS [] FLAG [] FAIL []

Data point: _____

Q18 [OS] What does your mind do when forced to wait (traffic, loading, delays): rage, scroll, plan, numb out, or rehearse?

PASS [] FLAG [] FAIL []

Data point: _____

Q19 [OS] What standard are you using that no human could meet - yet you treat it as 'baseline'?

PASS [] FLAG [] FAIL []

Data point: _____

Q20 [OS] Where does your work expand because stopping would force you to feel something?

PASS [] FLAG [] FAIL []

Data point: _____

Q21 [OS] How many times per hour do you switch contexts? What is the hidden trigger for each switch?

PASS [] FLAG [] FAIL []

Data point: _____

Q22 [OS] When you receive unexpected bad news, what is your first internal sentence?

PASS [] FLAG [] FAIL []

Data point: _____

Q23 [Self] If your company disappeared tomorrow, what would be the first identity sentence you'd say about yourself?

PASS [] FLAG [] FAIL []

Data point: _____

Q24 [Self] What criticism hits you deepest - and what does it 'confirm' about you?

PASS [] FLAG [] FAIL []

Data point: _____

Q25 [Self] What do you believe you must achieve to finally feel 'enough'?

PASS [] FLAG [] FAIL []

Data point: _____

Q26 [Self] What emotion shows up when you cannot control outcomes (grief, anger, fear, shame)?

PASS [] FLAG [] FAIL []

Data point: _____

Q27 [Self] If you stopped trying to 'win' at work, what emotion would you be forced to feel?

PASS [] FLAG [] FAIL []

Data point: _____

Q28 [Self] What do you hide behind competence (need, sadness, fear, longing)?

PASS ☐ FLAG ☐ FAIL ☐

Data point: _____

Q29 [Self] Where are you betraying your own values to keep momentum - and how do you justify it?

PASS ☐ FLAG ☐ FAIL ☐

Data point: _____

Q30 [Self] What story do you tell yourself to make rest feel 'unsafe' or 'undeserved'?

PASS ☐ FLAG ☐ FAIL ☐

Data point: _____

Q31 [Network] Where do you feel most alone in your life right now - even when surrounded by people?

PASS ☐ FLAG ☐ FAIL ☐

Data point: _____

Q32 [Network] What boundary do you set too late (or not at all) because you fear consequences?

PASS ☐ FLAG ☐ FAIL ☐

Data point: _____

Q33 [Network] Do you trust people until they give you a reason not to, or mistrust until proven? What did that strategy cost you?

PASS ☐ FLAG ☐ FAIL ☐

Data point: _____

Q34 [Network] Who reliably calms your nervous system - and why aren't they scheduled into your week?

PASS ☐ FLAG ☐ FAIL ☐

Data point: _____

Q35 [Network] Under conflict, what is your default move (pursue/withdraw/freeze/fawn/attack), and what is it protecting?

PASS ☐ FLAG ☐ FAIL ☐

Data point: _____

Q36 [Network] After a rupture, do you repair quickly or let distance calcify? What story justifies your choice?

PASS ☐ FLAG ☐ FAIL ☐

Data point: _____

Q37 [Network] Where are you carrying emotional labor that should be shared - and what prevents you from delegating it?

PASS [] FLAG [] FAIL []

Data point: _____

Q38 [Network] Which relationship has become purely transactional - and what would it take to make it human again?

PASS [] FLAG [] FAIL []

Data point: _____

ACTION BLOCK

System output: busywork, avoidance loops, recovery deficits.

Q39 [Output] What do you call 'productivity' that is actually avoidance?

PASS [] FLAG [] FAIL []

Data point: _____

Q40 [Output] What important thing are you 'almost starting' all the time?

PASS [] FLAG [] FAIL []

Data point: _____

Q41 [Output] Which recovery input are you under-investing in by 30%+ (sleep, movement, connection)?

PASS [] FLAG [] FAIL []

Data point: _____

Q42 [Output] What commitment should be downgraded, delegated, or deleted this week?

PASS [] FLAG [] FAIL []

Data point: _____

Q43 [Output] Does spending money make you feel safe, powerful, or guilty - and what belief drives that reaction?

PASS [] FLAG [] FAIL []

Data point: _____

Q44 [Output] What are you buying with late-night work (certainty, relief, control, worth)? Did you get it?

PASS [] FLAG [] FAIL []

Data point: _____

Q45 [Output] In crisis mode, what do you neglect first: sleep, food, relationships, or honesty? Why?

PASS [] FLAG [] FAIL []

Data point: _____

Q46 [Output] What system would remove the most repeated effort from your week if you built it once?

PASS [] FLAG [] FAIL []

Data point: _____

Q47 [OS] What is the smallest 'deep work' block you can protect daily without negotiation - and what will you delete to fund it?

PASS [] FLAG [] FAIL []

Data point: _____

CLOSE BLOCK

Toolkit: resilience, agency, resources.

Q48 [Toolkit] Name 3 past situations where you were under pressure and still performed well. What did you do that worked?

PASS [] FLAG [] FAIL []

Data point: _____

Q49 [Toolkit] What is one recovery behavior that has reliably worked for you before - and why did you stop doing it?

PASS [] FLAG [] FAIL []

Data point: _____

Q50 [Toolkit] What would it look like to be 10% less heroic and 10% more sustainable this month?

PASS [] FLAG [] FAIL []

Data point: _____

OUTPUT // PATCH PLAN

Use this page to extract one bottleneck and one lever that moves the rock.

Primary bottleneck (Hardware / OS / Network / Output): _____

Loop map (A -> B -> C -> crash): _____

One behavior to STOP this week: _____

One resource to ACTIVATE this week: _____

Next 7 days (minimum viable plan): _____

Optional cadence: Re-run this protocol quarterly as a system recalibration.

DISCLAIMER

This protocol is for educational and self-development purposes only and does not constitute medical advice or diagnosis. If you are in acute distress, unable to function, experiencing daily panic attacks, or at risk of self-harm, seek professional help immediately. If you need emergency assistance, contact local emergency services in your area.

Support / contact: _____

Version: hOS v1.1 - Founder Burnout Protocol