

# 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 | Intensity: I2-I3 (self-paced safe) | Format:  
High-contrast PDF

<b>INPUTS</b> sleep, stimulants, sensory load, conflict signals	<b>hOS CORE</b> belief scripts, identity fusion, certainty addiction, avoidance loops	<b>OUTPUTS</b> busywork, recovery deficit, irritability, isolation
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Most self-help is vague. This is structural. No fluff — just source code.

## 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. This protocol accesses kernel-level drivers (Identity & threat responses).

**Requirement:** Do not multitask. Treat this like a production deployment.

### 2) THE SEQUENCE ( 4 BLOCKS )

**BLOCK I: START (Q1–10)** // The Hardware Layer

Focus: sleep, stimulants, and somatic signals. Why: you cannot fix mindset if your nervous system is in freeze.

**BLOCK II: DEEP (Q11–38)** // The Operating System

Focus: cognitive distortions, identity fusion, relational debts. Why: this is where the burnout script lives.

**BLOCK III: ACTION (Q39–47)** // System Output

Focus: busywork, avoidance loops, recovery deficits. Why: insight without behavior change is entertainment.

**BLOCK IV: CLOSE (Q48–50)** // The Toolkit

Focus: resilience and agency. Why: we never leave a system open.

### 3) EXECUTION RULES

**The "5% More" Rule:** After each answer, write the 5% truer version you are avoiding.

**Data > Story:** Replace labels with metrics and events (hours, counts, specific triggers).

**The Stop Rule:** If you feel dissociation (zoning out/numbness) or acute panic, stop and regulate (water, walk, breath). Resume later.

**Safety note:** If you are in acute crisis (self-harm, daily panic, inability to function), seek qualified professional support.

**BLOCK I: START // Hardware Layer (Q1-10)**

Answer with data. Keep it specific.

TAG	QUESTION	DATA POINT
[BIO.SLEEP] FB-H-01	Over the past 14 days, how consistent is your wake time ( $\pm$ minutes), and what is the pattern when it breaks?	_____ _____
[BIO.SLEEP] FB-H-02	What is the earliest time you can realistically be in bed on weekdays without resentment? What blocks it?	_____ _____
[BIO.CAFFEINE_NICOTINE] FB-H-03	What is your caffeine/nicotine signature (timing + dose)? What symptom does it temporarily solve?	_____ _____
[BIO.RHYTHMS] FB-H-04	When do you feel your first real drop in energy each day? What are you doing right before it?	_____ _____
[BIO.BREATH_SIGNATURE] FB-H-05	Under pressure, do you hold your breath, go shallow, or speed up? What trigger reliably flips it?	_____ _____
[BIO.TENSION_PATTERNS] FB-H-06	Where does stress land first (jaw/chest/gut/neck)? What are you usually thinking in that exact moment?	_____ _____
[BIO.SENSOR_OVERLOAD] FB-H-07	Which sensory inputs (noise, lighting, texture, crowds) spike your irritability fastest—and what do you do next?	_____ _____
[BIO.INTEROCEPTION] FB-H-08	How often do you override hunger/thirst/toilet/rest signals for 'just one more task'? What does it cost you later?	_____ _____
[BIO.DISSOCIATION_TELL] FB-H-09	What is your shutdown tell (zoning out, blank mind, heavy limbs)? How early can you catch it?	_____ _____
[BIO.MOVEMENT] FB-H-10	When was the last time your body moved hard enough to change your mood within 20 minutes? What stopped you recently?	_____ _____

**BLOCK II: DEEP // Operating System (Part 1) (Q11–20)**

Answer with data. Keep it specific.

TAG	QUESTION	DATA POINT
[PERF.DECISION_FATIGUE] FB-O-01	Which decision are you deferring because it will create conflict, loss, or identity discomfort?	_____ _____
[PERF.COG_LOAD] FB-O-02	How many open loops are you carrying right now (tasks, messages, promises)? Which 3 are draining 80% of your RAM?	_____ _____
[M.CONTROL_STRATEGY] FB-O-03	Where do you demand certainty that reality cannot provide—and how do you punish yourself for not having it?	_____ _____
[M.COG_DISTORTION] FB-O-04	What fear are you disguising as logic this week?	_____ _____
[PERF.IMPOSITOR_PATTERN] FB-O-05	Before high-stakes meetings, what does your mind assume others will discover about you?	_____ _____
[M.COG_DISTORTION] FB-O-06	What scenario does your brain replay when idle or waiting—and what emotion is it trying to avoid?	_____ _____
[PERF.METRICS_OBSESSION] FB-O-07	Which metric controls your mood more than it should—and what does that metric symbolize to you?	_____ _____
[PERF.FOCUS] FB-O-08	What does your mind do when forced to wait (traffic, loading, delays): rage, scroll, plan, numb out, or rehearse?	_____ _____
[M.PERFECTIIONISM] FB-O-09	What standard are you using that no human could meet—yet you treat it as 'baseline'?	_____ _____
[PERF.SCOPE_CREEP] FB-O-10	Where does your work expand because stopping would force you to feel something?	_____ _____

**BLOCK II: DEEP // Operating System (Part 2) (Q21–29)**

Answer with data. Keep it specific.

TAG	QUESTION	DATA POINT
[PERF.CONTEXT_SWITCH] FB-O-11	How many times per hour do you switch contexts? What is the hidden trigger for each switch?	_____ _____
[M.THREAT_RESPONSE] FB-O-12	When you receive unexpected bad news, what is your first internal sentence?	_____ _____
[M.IDENTITY_FUSION] FB-S-01	If your company disappeared tomorrow, what would be the first identity sentence you'd say about yourself?	_____ _____
[M.COG_DISTORTION] FB-S-02	What criticism hits you deepest—and what does it 'confirm' about you?	_____ _____
[M.IDENTITY_FUSION] FB-S-03	What do you believe you must achieve to finally feel 'enough'?	_____ _____
[M.CONTROL_STRATEGY] FB-S-04	What emotion shows up when you cannot control outcomes (grief, anger, fear, shame)?	_____ _____
[M.AVOIDANCE_LOOP] FB-S-05	If you stopped trying to 'win' at work, what emotion would you be forced to feel?  <b>Contraindication:</b> Avoid if client is currently in acute depressive episode.	_____ _____
[M.VULNERABILITY_DEFENSE] FB-S-06	What do you hide behind competence (need, sadness, fear, longing)?	_____ _____
[M.VALUE_CONFLICT] FB-S-07	Where are you betraying your own values to keep momentum—and how do you justify it?	_____ _____

**BLOCK II: DEEP // Operating System (Part 3) (Q30–38)**

Answer with data. Keep it specific.

TAG	QUESTION	DATA POINT
[M.COG_DISTORTION] FB-S-08	What story do you tell yourself to make rest feel ‘unsafe’ or ‘undeserved’?	_____ _____
[M.ISOLATION_STRATEGY] FB-N-01	Where do you feel most alone in your life right now—even when surrounded by people?	_____ _____
[M.BOUNDARY_LEAKS] FB-N-02	What boundary do you set too late (or not at all) because you fear consequences?	_____ _____
[M.ATTACHMENT_STRATEGY] FB-N-03	Do you trust people until they give you a reason not to, or mistrust until proven? What did that strategy cost you?	_____ _____
[M.AVOIDANCE_LOOP] FB-N-04	Who reliably calms your nervous system—and why aren’t they scheduled into your week?	_____ _____
[M.THREAT_RESPONSE] FB-N-05	Under conflict, what is your default move (pursue/withdraw/freeze/fawn/attack), and what is it protecting?	_____ _____
[M.PRIDE_DEFENSE] FB-N-06	After a rupture, do you repair quickly or let distance calcify? What story justifies your choice?	_____ _____
[M.CONTROL_STRATEGY] FB-N-07	Where are you carrying emotional labor that should be shared—and what prevents you from delegating it?	_____ _____
[M.VULNERABILITY_DEFENSE] FB-N-08	Which relationship has become purely transactional—and what would it take to make it human again?	_____ _____

**BLOCK III: ACTION // System Output (Q39–47)**

Identify the behavior you will stop. Then pick the smallest patch you can enforce.

TAG	QUESTION	DATA POINT
[PERF.BUSYWORK] FB-B-01	What do you call ‘productivity’ that is actually avoidance?	_____ _____
[M.AVOIDANCE_LOOP] FB-B-02	What important thing are you ‘almost starting’ all the time?	_____ _____
[PERF.RECOVERY_DEFICIT] FB-B-03	Which recovery input are you under-investing in by 30%+ (sleep, movement, connection)?	_____ _____
[PERF.OVERCOMMIT] FB-B-04	What commitment should be downgraded, delegated, or deleted this week?	_____ _____
[M.SCARCITY_SCRIPT] FB-B-05	Does spending money make you feel safe, powerful, or guilty—and what belief drives that reaction?	_____ _____
[PERF.LATE_NIGHT_GRIND] FB-B-06	What are you buying with late-night work (certainty, relief, control, worth)? Did you get it?	_____ _____
[M.THREAT_RESPONSE] FB-B-07	In crisis mode, what do you neglect first: sleep, food, relationships, or honesty? Why?	_____ _____
[PERF.SYSTEMS] FB-B-08	What system would remove the most repeated effort from your week if you built it once?	_____ _____
[PERF.DEEP_WORK] FB-O-13	What is the smallest ‘deep work’ block you can protect daily without negotiation—and what will you delete to fund it?	_____ _____

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

End on agency. We close the system cleanly.

TAG	QUESTION	DATA POINT
[M.SKILL_TRANSFER] FB-T-01	Name 3 past situations where you were under pressure and still performed well. What did you do that worked?	_____ _____
[M.RECOVERY_AVERSION] FB-T-02	What is one recovery behavior that has reliably worked for you before—and why did you stop doing it?	_____ _____
[M.IDENTITY_FUSION] FB-T-03	What would it look like to be 10% less heroic and 10% more sustainable this month?	_____ _____

**DIAGNOSTIC // Bottleneck Identifier**

Count your [FLAG]/[FAIL] answers by bucket. Highest count = current bottleneck.

**If you flagged mostly HARDWARE questions...**

**Diagnosis:** Somatic drag. Your body is rejecting your schedule.

**Immediate Patch:** Sleep consistency + stimulant timing + sensory gating (reduce noise/light load).

**If you flagged mostly OS questions...**

**Diagnosis:** Cognitive debt. Old scripts are consuming bandwidth (control, impostor, scarcity).

**Immediate Patch:** Identify your certainty addiction + reduce decision load + replace one belief script.

**If you flagged mostly NETWORK questions...**

**Diagnosis:** Relational strain. Trust and repair are leaking energy.

**Immediate Patch:** Write a repair opener + set one boundary sentence + identify one safe co-regulator.

**If you flagged mostly OUTPUT questions...**

**Diagnosis:** Behavioral loop. Busywork is masking avoidance; recovery debt is compounding.

**Immediate Patch:** Cut busywork by 50% this week + schedule one recovery block like a meeting.

**Rule:** Apply one patch first. One lever moves the rock.



SYSTEM\_UPDATE\_AVAILABLE

You found the bottleneck. Now fix the loop.

Next options	<p><b>Vol.2: Network Protocols</b> — relationships &amp; repair scripts.</p> <p><b>Vol.3: Attention Architecture</b> — focus &amp; digital detox.</p> <p><b>Vol.4: Security &amp; Defense</b> — shadow work &amp; ego defenses.</p> <p>Bundle these as the <b>hOS Suite</b> for quarterly recalibration.</p>
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CTA: Get the next protocol (or bundle) → [link]

## LEGAL // Disclaimer & Use

**Educational tool only.** This protocol is for self-development and educational purposes. It does not provide medical advice, diagnosis, or treatment.

**Not a substitute for professional care.** If you are experiencing acute distress, self-harm thoughts, daily panic, or inability to function, seek qualified professional support immediately.

**Self-paced execution.** Do not use while driving or during safety-critical tasks. If you experience dissociation or acute panic, stop and use regulation tools (water, breath, walk, sunlight). Resume later.

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