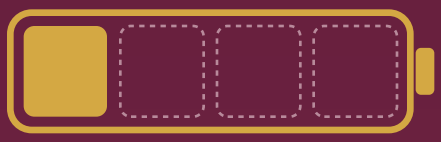
THE ASSESSMENT GUIDE FOR RESILIENCE DEPLETION

Is It Burnout —

or

Resilience Depletion?

What every organizational leader should know before planning another employee wellness initiative.



WITHDRAWALS OUTPACING REPLENISHMENT



IWS Interpersonal Wellness Services Inc.

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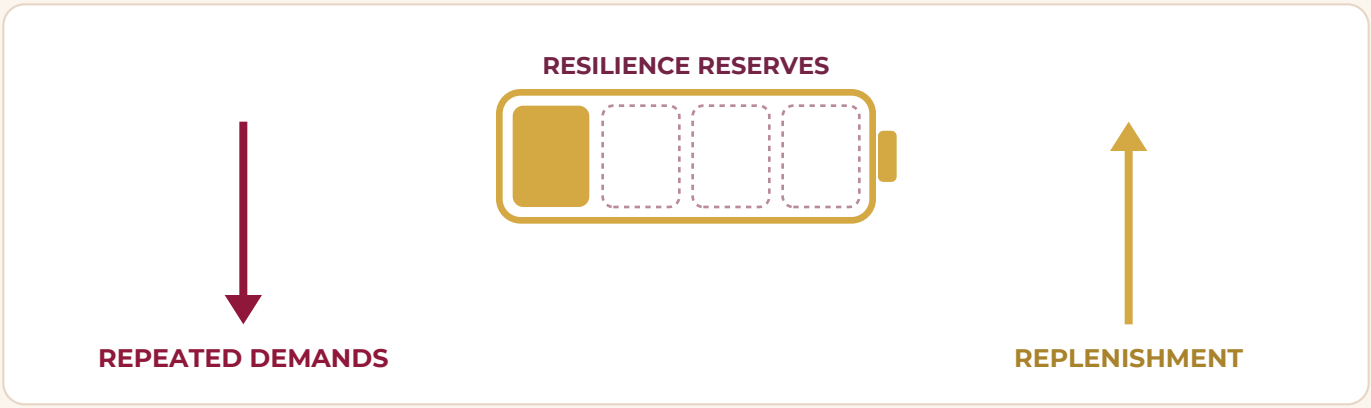
Your employees may be running on depleted reserves.

Employees can continue delivering results, meeting deadlines, and leading teams while the demands of work and life gradually wear down their capacity to recover.

Resilience depletion occurs when repeated demands draw down a person's resilience reserves faster than those reserves are replenished.



When demands outpace replenishment, reserves run low.

Often, organizations recognize the problem only when employees become:

EXHAUSTED · DISENGAGED · DISTRESSED · UNABLE TO SUSTAIN PERFORMANCE

By that point the reserves may already be low, **which is why recognizing the pattern earlier gives leaders considerably more room to respond.**

Five warning signs leaders should recognize

1

Declining trust and integrity

Employees experience value conflicts, lose confidence in leadership, or question their sense of purpose.

2

Communication and relationship breakdown

Listening decreases, tensions rise, and employees withdraw from collaboration.

3

Emotional strain

Frustration, pessimism, emotional outbursts, or persistent distress become more visible.

4

Reduced capacity

Concentration, decision-making, motivation, and sustainable performance decline.

5

Difficulty recovering

Employees struggle to regain energy and confidence after demanding periods.

These signs may have multiple causes, and they therefore warrant supportive inquiry rather than assumptions about an individual's resilience or mental health.

What resilient organizations do differently

They build systems that:

1. **Recognize early warning signs** across the nine dimensions of wellness.
2. **Develop capable leaders** who listen, respond appropriately, and address difficult workplace conditions.
3. **Support whole-person well-being,** including occupational, emotional, social, financial, physical, and relational needs.
4. **Create opportunities for replenishment** through appropriate recovery, flexibility, connection, and sustainable work demands.
5. **Measure organizational practices** and follow through when employees identify concerns.

THE NINE DIMENSIONS OF WELLNESS (9D)

Spiritual · Social · Emotional · Occupational · Intellectual · Environmental · Financial · Physical · Interpersonal

The Research Behind This Guide

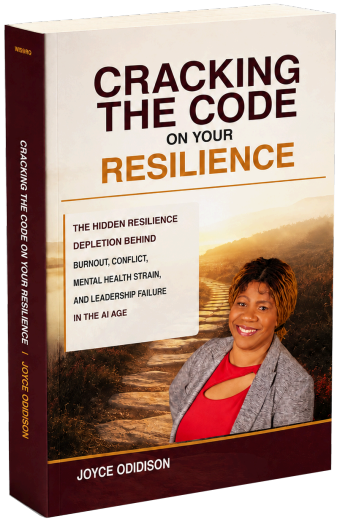
For nearly 30 years, Interpersonal Wellness Services Inc. (IWS) has helped organizations strengthen well-being, leadership, and resilience. Joyce Odidison's new research on **Resilience Depletion Theory™** explores how resilience is spent and replenished, and what happens when demands repeatedly outpace replenishment.

RESILIENCE AS A CURRENCY YOU CAN

REPLENISH
Restore what demands have drawn down.

STRENGTHEN
Build capacity before it is tested.

DIRECT
Spend it on what matters most.



THE BOOK

Cracking the Code on Your Resilience

Joyce's latest book invites readers to understand resilience as a currency they can **replenish, strengthen, and direct** toward the life they want.

It is a practical companion to the ideas in this guide, written for leaders and professionals who want a clearer way to understand what is draining resilience, and what to do next.

> **"When you understand resilience, you gain greater agency over what comes next."**

PROTECT YOUR LEADERS

Book a call with Joyce to explore how to protect your leaders from resilience depletion.

BOOK A CALL WITH JOYCE →

How prepared is your organization?

Your organization may already offer wellness benefits, EAP services, and leadership development, and these investments are valuable in their own right.

However, the more important question is whether those supports are addressing the conditions that continually deplete employees' resilience.

YOUR NEXT STEP

Complete the Organizational Resilience Depletion Assessment

Discover where your organization is doing well, where practices may be missing, and how to begin strengthening resilience across nine dimensions.

3 minutes	20 questions	Your snapshot
to complete	15 best practices + 5 key insights	organizational readiness

COMPLETE MY RESILIENCE DEPLETION ASSESSMENT →

ALIGNED TO THE IWS FRAMEWORKS

Nine Dimensions of Wellness (9D) | Seven Resilience Anchor Currency Streams™

Interpersonal Wellness Services Inc.

Building measurable resilience for work, life, and relationships.

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