

The Kenyan Entrepreneur Burnout Assessment

A Confidential 10-Question Diagnostic for SME Founders & Hustlers

Purpose: As an entrepreneur, your business cannot outgrow your physical and mental health. This tool is designed to help you strip away the bravado of the daily hustle and measure the true personal cost of your current workload. Check the box next to any statement that accurately describes your reality over the past 4-6 weeks.

Part 1: Physical & Mental Capacity

Unrefreshing Sleep

- ☐ You wake up feeling just as exhausted as when your head hit the pillow, relying immediately on stimulants (coffee, energy drinks) to function.

Physical Rebellion

- ☐ You are experiencing frequent, unexplained physical symptoms like tension headaches, ulcers, rapid heartbeat, or sudden back pain.

Cognitive Fog & Decision Fatigue

- ☐ Simple operational choices feel overwhelming. You find yourself postponing critical tasks or missing small details in client contracts.

Part 2: Relationship & Boundary Degradation

Mental Absenteesism

- ☐ When spending time with your family or friends, you are physically present but entirely preoccupied with cash flow, logistics, or client messages.

Emotional Friction

- ☐ You find yourself losing patience rapidly, snapping at your children, spouse, or domestic staff over minor issues.

The "Residual Tax"

- ☐ Your loved ones systematically receive only the leftovers of your energy—the sighs, the irritability, and the silence.

Boundary Collapse

- ☐ You respond to client WhatsApp messages or emails late at night, on weekends, or during times explicitly promised to family.

Part 3: Operational Alignment & Joy

Resentment of the Venture

☐

The business you built out of passion now feels like an ankle weight. You experience a sense of dread when opening your shop or laptop.

Isolation from Support

☐

You avoid speaking to peers or mentors because you feel you must always look successful, leaving you completely alone with your anxieties.

The Illusory Horizon

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You constantly tell yourself: "I just need to clear *this* month, then I will rest"—but the milestone passes and the pace never changes.

Scoring & Interpretation Matrix

Count the total number of checked boxes above to find your current alignment:

1 – 3 Boxes: Sustainable Hustle (Amber Alert)

You are dealing with normal operational stress, but early cracks are appearing. Now is the time to build explicit operational guardrails before habits solidify.

4 – 6 Boxes: High Chronic Fatigue (Danger Zone)

You are operating on borrowed time. Your physical health and personal relationships are actively subsidizing the business balance sheet. Your decision-making capacity is degraded.

7 – 10 Boxes: Advanced Founder Burnout (Crisis Stage)

Critical system overload. The business is consuming the founder. Immediate lifestyle or operational interventions are required to safeguard your health and core family unit.

Immediate Non-Negotiable Interventions:

- **The 9 PM Hard Stop:** Turn off all business alerts and WhatsApp notifications by 21:00 nightly. No exceptions.
- **Audit the Bottleneck:** Identify the top two repetitive operational tasks currently draining your time and delegate them, automate them, or stop doing them entirely.
- **Reclaim One Asset:** Dedicate a minimum of 2 hours every weekend entirely disconnected from tech, focused purely on yourself or your family.