



Overwhelmed Assessment

Circle your response to each assessment issue below, answering based on your current reality.	Never	Rarely	Sometimes	Often	Always
COMPLEXITY AND GROWTH					
Decisions take more time and mental energy than they used to.	1	2	3	4	5
Exceptions or one-off situations are becoming more common.	1	2	3	4	5
Different parts of the business feel disconnected or misaligned.	1	2	3	4	5
I feel stretched across too many areas of the company.	1	2	3	4	5
ECONOMIC SYSTEM PRESSURE					
We offer more products or services than feels manageable.	1	2	3	4	5
Pricing or margins feel less clear than before.	1	2	3	4	5
Work gets done differently depending on who is doing it.	1	2	3	4	5
I spend more time reacting than planning.	1	2	3	4	5
SOCIAL SYSTEM PRESSURE					
Too many people rely on me for decisions.	1	2	3	4	5
I'm pulled into issues that others should be handling.	1	2	3	4	5
Communication problems occur frequently.	1	2	3	4	5
Leadership feels draining right now.	1	2	3	4	5



Overwhelmed Assessment (cont'd)

Circle your response to each assessment issue below, answering based on your current reality.	Never	Rarely	Sometimes	Often	Always
IDEA OVERLOAD					
I generate more ideas than the organization can execute.	1	2	3	4	5
New projects start before other projects are completed.	1	2	3	4	5
Priorities shift due to new ideas.	1	2	3	4	5
I feel frustrated when others can't keep pace.	1	2	3	4	5
TASK OVERLOAD					
Too many decisions still come to me.	1	2	3	4	5
I lack uninterrupted strategic time.	1	2	3	4	5
My days are driven by urgency.	1	2	3	4	5
The business struggles when I step away.	1	2	3	4	5

Scoring

Add scores for each section separately and then tally your total score. The highest scoring section typically indicates the dominant source of being overwhelmed.

Section interpretation: 4-10 = Manageable 11-15 = Moderate strain 16-20 = High strain

Dominant patterns:

- Idea overload — Vision exceeds execution capacity.
- Task overload — You have become the integrator by default.
- Economic or social pressure — Your systems need to be updated or redesigned.
- Multiple high scores — Rather stemming from a single problem, the business itself has entered a new developmental stage, and the owner's current systems, structure and leadership model haven't caught up.

Remember: Feeling overwhelmed is not a personal weakness. It is a structural signal that the business is asking for the next level of leadership.