

MORAL INJURY, BURNOUT & CARE FATIGUE

Naming it right matters. Distinguishes three conditions that get lumped together but need different responses, because the fix for burnout doesn't touch moral injury.

01 // WHAT THIS IS

THREE CONDITIONS, RATED SEPARATELY

This worksheet walks through burnout, care fatigue, and moral injury separately, because rest fixes burnout but does very little for moral injury, and the wrong diagnosis usually means the wrong fix gets tried first.

02 // HOW TO USE IT

- 1. Read all three definitions first.** Before rating anything, get a clear sense of what distinguishes each condition from the other two.
- 2. Rate each one honestly.** You can score high on more than one at the same time; they aren't mutually exclusive.
- 3. Identify the source for each.** Workload and pacing for burnout, exposure and empathic strain for care fatigue, values conflict and systemic constraint for moral injury.
- 4. Match the response to the condition.** Burnout needs rest and workload change. Care fatigue needs support and processing. Moral injury needs the values conflict named and, where possible, addressed at a systemic level.

03 // WHEN TO USE IT

A NOTE BEFORE YOU START

Moral injury in particular does not resolve with rest alone, and naming it can bring up real anger or grief about a system, not just yourself. Built for social workers, clinicians, nurses, and anyone in sustained caregiving roles; this supports self-tracking and supervision conversations, not a substitute for working with a licensed clinician.

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DATE _____

ROLE / SETTING

Burnout

0	1	2	3	4	5	6	7	8	9	10
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0	1	2	3	4	5	6	7	8	9	10
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0	1	2	3	4	5	6	7	8	9	10
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02 // MATCHED RESPONSE**Burnout**

Rest and workload change.

Care Fatigue

Support and processing.

Moral Injury

Name the conflict and pursue systemic change where possible.

03 // WHICH CONDITION NEEDS ATTENTION FIRST, AND WHO OR WHAT NEEDS TO BE INVOLVED?
