

Load, Recovery, Boundaries, Meaning

The Still. framework for burnout prevention

A shared language for burnout prevention

Most teams have no shared language for preventing burnout, and most people are afraid to start the conversation. So pressure gets mislabelled as burnout too early, and real burnout gets waved off as “just a busy quarter.”

Still. gives teams four words to fix that: **Load, Recovery, Boundaries and Meaning**. They help you see what is happening early, while leadership can still change the outcome.

The four pillars

Pillar	The question it asks	What it looks like under strain
Load	Is what is being asked sustainable?	Workload feels persistently beyond what can be sustained, and evenings and weekends become the norm
Recovery	Is the system actually resetting?	Poor sleep, and a long time to switch off
Boundaries	Are time, attention and capacity protected?	It is hard to protect time away from messages and meetings, or to say no
Meaning	Does the work still land the way it used to?	Wins stop feeling like wins, and there is growing distance or cynicism toward the work and the people in it

Load without recovery is where it breaks. No single pillar defines a person, but if more than one is under strain, treat it as one pattern, not several coincidences.

How to use it

- **For yourself:** the [Still. self-audit](#) is twelve questions across the four pillars, with a private written reflection
- **For HR and People leaders:** a checklist on where the pressure sits in your business
- **For managers:** a guide to one-to-ones when you think someone is burning out

Still. also runs working sessions on any of the four pillars, and a four-week Planning Phase that shows where burnout is showing up in your business and what it costs.

Still. was built by Anthony Maher, who spent 20+ years leading revenue teams at Microsoft, LinkedIn, Glassdoor and ServiceNow, and has lived burnout first-hand.

NEXT STEP

To talk it through, get in touch

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