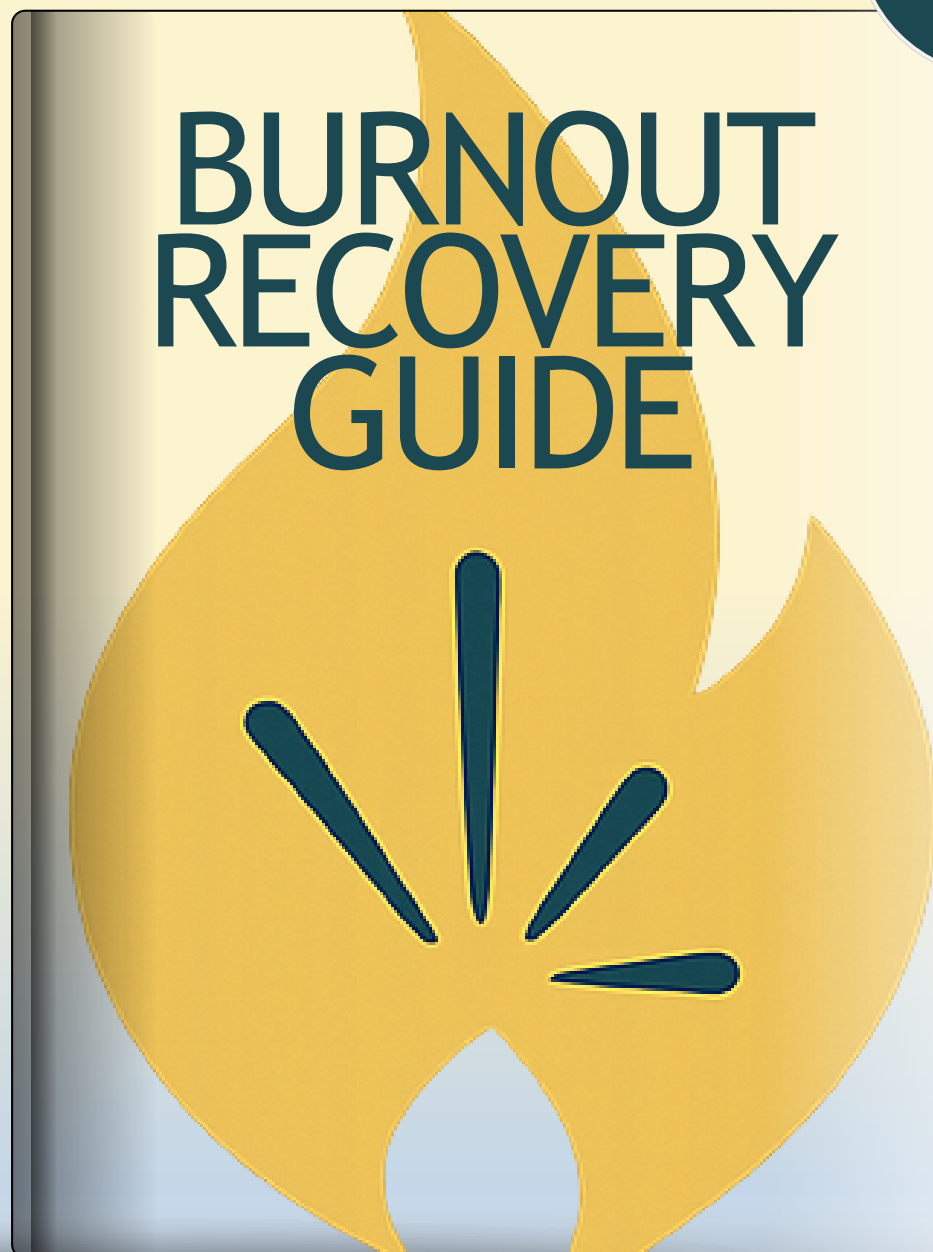


5 STAGES

TO REGAINING CLARITY, CONFIDENCE, ENERGY



Faith Foo →

Founder of D Spark Lab
EMDR-Inspired Breakthrough Coach

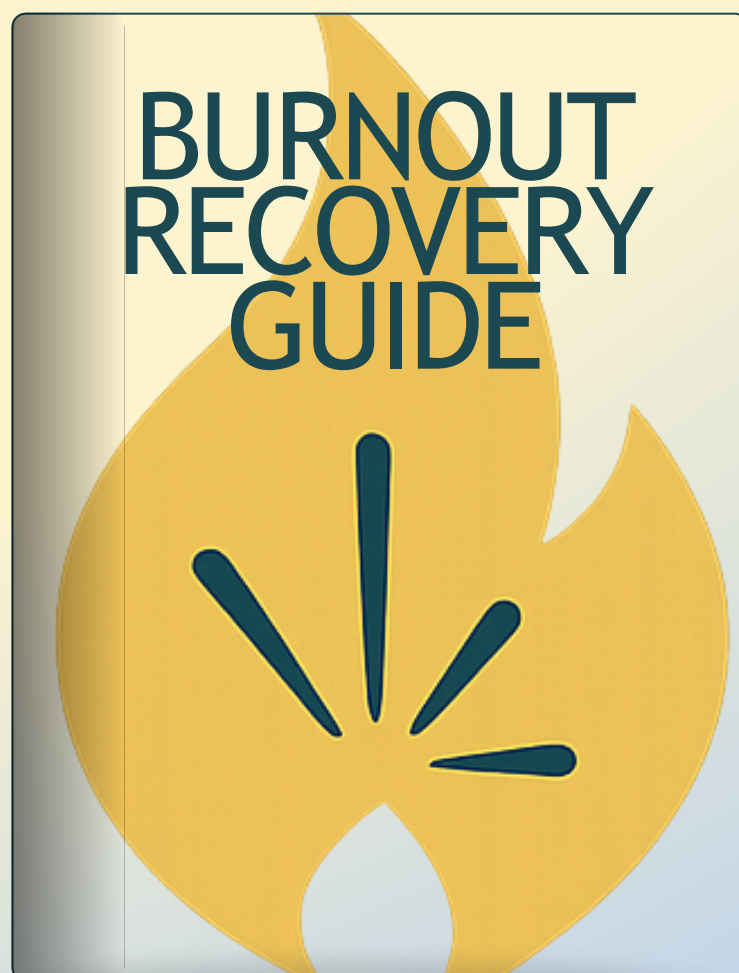
WELCOME

If you're here, you're likely carrying a lot.
Responsibility. Expectations.
A schedule that doesn't leave much space to breathe.

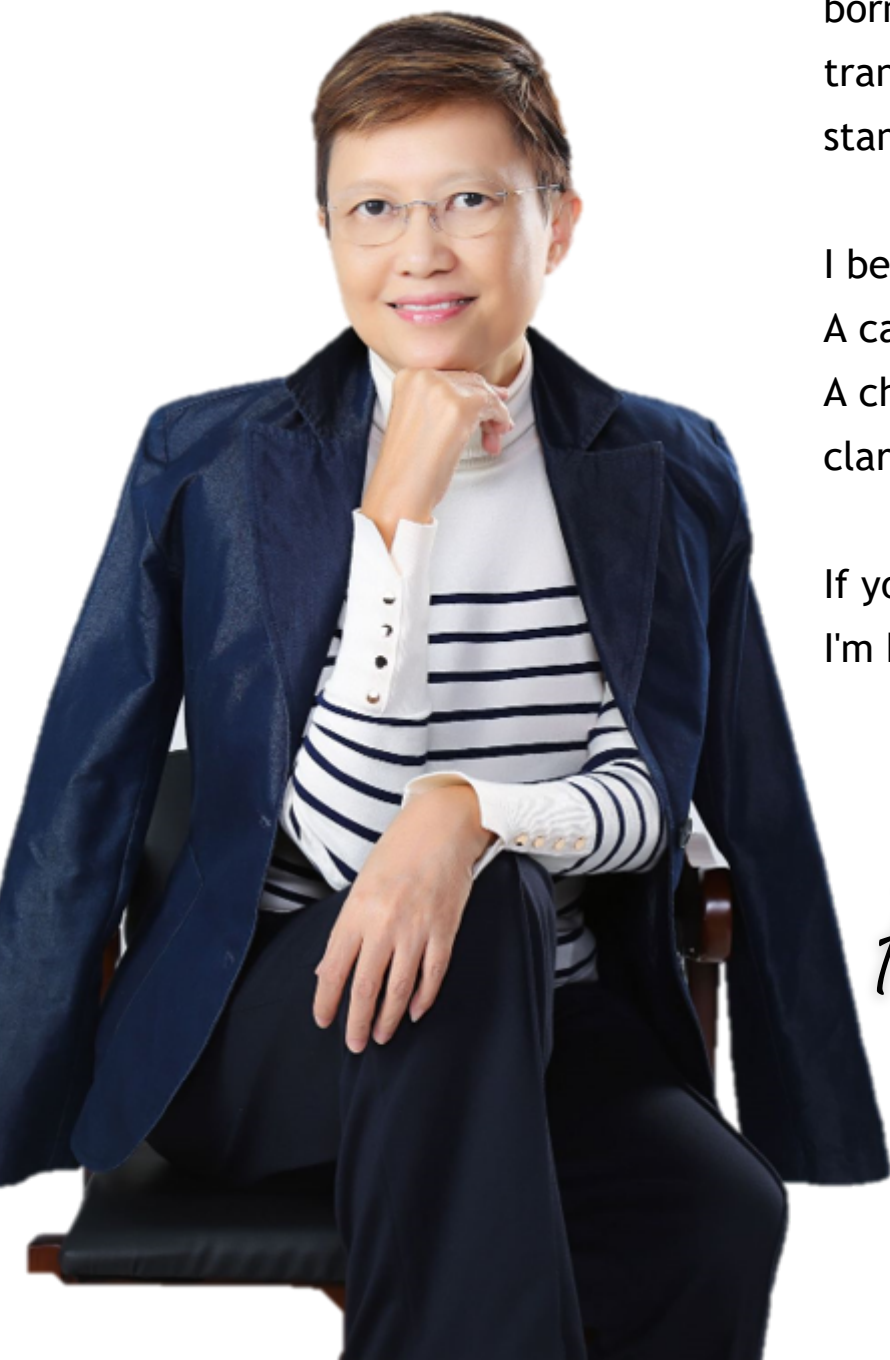
You might be performing well on paper... but inside, you feel a shift.
Your spark isn't the same.
Your patience isn't the same. Your energy isn't the same.

Burnout is more than "too much work."
It's the slow draining of emotional, mental, and physical reserves.
And when left unchecked, it disconnects us from the very things
that make us who we are.

That's why I created the **Burnout Recovery Guide**,
to help you understand exactly where you are right now,
and the small, practical steps you can take to begin moving forward.



MEET FAITH FOO



For over two decades, I have been a trusted partner to leaders, executives, and founders who, on the outside, seemed unstoppable—but inside, were carrying invisible weights. I saw them hitting their numbers, but losing their joy; leading their teams, but feeling disconnected from themselves. I realized the traditional advice of "hustle harder" or "find balance" was not enough.

It became my mission to go deeper. This is why I became an **EMDR-Inspired Burnout Transformation Coach**.

I know these moments well. Not just because I've guided hundreds of leaders through them, but because I've lived through my own. My EMDR-inspired coaching method was born from years of deep study and personal transformation, helping to release emotional blocks that standard coaching rarely reaches.

I believe burnout isn't a weakness; it's a signal.
A call to recalibrate.
A chance to lead and live from a place of clarity, confidence, and peace.

If you're ready to answer that call,
I'm here to walk with you through it.

Faith Foo

Faith Foo is the founder of D Spark Lab, a pioneering EMDR-inspired breakthrough coaching practice. She is a trusted partner to CEOs, executives, and founders across Asia, specializing in turning burnout from a signal of depletion into a catalyst for extraordinary growth and sustainable leadership.

WHAT DOES EMDR-INSPIRED COACHING MEAN?

EMDR (Eye Movement Desensitization and Reprocessing) is a powerful, evidence-based approach that helps the brain process and release unhelpful emotional patterns linked to past experiences.

In my coaching, I've adapted key principles from EMDR into a focused framework specifically for leaders.

How is it different from traditional coaching?

While traditional coaching focuses on the present and future, using goal-setting and mindset shifts to help you move forward, it can sometimes struggle to overcome deeply ingrained emotional blocks that continue to trigger self-doubt or procrastination.

EMDR-inspired coaching goes deeper.

It works directly with your brain's natural processing system to address the root cause of these blocks. By helping you to quickly shift unhelpful patterns, it allows you to regain your clarity, confidence, and capacity in a way that traditional coaching rarely reaches.

It's a method for a breakthrough, not just a conversation.



HOW TO USE THIS GUIDE

1. This is not a medical diagnosis. **It's a self-awareness tool.**
2. You might recognise yourself in more than one stage, that's normal.
3. **The stages are fluid**, you may move forward or backward depending on your environment, habits, and support.
4. The goal: Identify where you are, then **take the next small step** toward recovery.

MINI BURNOUT SELF ASSESSMENT

Which stage are you closest to?

0 = Never | 1 = Rarely | 2 = Sometimes | 3 = Often

Answer each question:

1. I feel emotionally drained at the end of most workdays.

☐
2. I have trouble focusing on tasks that used to feel easy.

☐
3. I find myself more irritable or impatient than usual.

☐
4. I've lost interest in hobbies, socialising, or activities I used to enjoy.

☐
5. I often feel disconnected from my work or my sense of purpose.

☐
6. I rely on caffeine, sugar, or other quick boosts to get through the day.

☐
7. I have trouble making decisions or tend to avoid them altogether.

☐
8. Even after rest, I still feel tired or unmotivated.

☐

SCORING

0-7 points Stage 1-2 Early signs Time to recalibrate before deeper burnout.	8-15 points Stage 3-4 Significant impact Urgent need for recovery strategies.	16-24 points Stage 4-5 Deep burnout Guided recovery strongly recommended.
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What stands out to you about your score?

Write down one insight or feeling that came up as you completed the assessment.

WHICH BURNOUT STAGE ARE YOU AT?

Tick the statement that feels most true for you right now.

For each question, choose one answer that best describes you.

At the end, see which stage you land in most often.

1. Energy

- ☐ A. I feel generally fine, just a little less inspired lately.
- ☐ B. I have noticeable ups and downs, and small things drain me more than they used to.
- ☐ C. I wake up tired or need extra effort to get through my day.
- ☐ D. I feel emotionally flat or numb most of the time.
- ☐ E. I'm actively working to protect my energy and focus on what matters most.

2. Motivation

- ☐ A. I still enjoy my work, though I feel less creative than before.
- ☐ B. I find myself irritated or frustrated more often.
- ☐ C. I struggle to start or finish tasks that used to be easy.
- ☐ D. I feel disconnected from my work and question why I'm doing it.
- ☐ E. I'm finding new motivation by aligning work with my values.

3. Relationships

- ☐ A. I'm still connected with people, though I have less bandwidth to engage deeply.
- ☐ B. I get irritated more easily in conversations.
- ☐ C. I'm avoiding certain people or situations because they feel draining.
- ☐ D. I feel isolated, even when I'm around others.
- ☐ E. I'm intentionally rebuilding supportive, energising connections.

WHICH BURNOUT STAGE ARE YOU AT?

4. Self-Care

- ☐ A. I'm skipping occasional breaks but still functioning well.
- ☐ B. I'm aware I need more rest but struggle to prioritise it.
- ☐ C. I'm running on caffeine, sugar, or other boosts just to cope.
- ☐ D. I've lost interest in self-care activities entirely.
- ☐ E. I'm making non-negotiable space for my well-being.

5. Sense of Self

- ☐ A. I still feel like myself, just a bit dulled around the edges.
- ☐ B. I'm more on edge and react faster than I'd like.
- ☐ C. I feel like I'm not operating at my usual capacity.
- ☐ D. I feel like a different person – I don't recognise myself lately.
- ☐ E. I feel more like myself than I have in years.

BURNOUT STAGE SCORING

Mostly A's Stage 1	Mostly B's Stage 2	Mostly C's Stage 3	Mostly D's Stage 4	Mostly E's Stage 5
Spark Fade	Friction Build	Energy Crash	Disconnection	Recalibration
You're performing well, but the joy and energy that once fueled you are beginning to dim. This is your chance to recalibrate before the friction builds.	Irritability is on the rise, small things drain you, and your patience is shortening. This is a critical signal to build resilience now.	You feel drained even after rest, and small tasks feel heavy. Your system is telling you it needs a new way to operate.	You're on autopilot, feeling disconnected from your work and your sense of self. This is a key time for guided recovery to reconnect with your purpose.	You've already done the inner work and are actively building a sustainable rhythm. This is a powerful place to continue to grow and help others.

MY BURNOUT STAGE INSIGHTS

Based on my results, my biggest insight is:

.....

.....

.....

The one thing I need to address right now is:

.....

.....

.....

How has my burnout affected my work or my relationships?

.....

.....

.....



5 STAGES OF BURNOUT RECOVERY

	What it looks like	Why it happens	First small step
Stage 1 Spark Fade	You're performing well, but joy, curiosity, and creativity start to dim.	Sustained high pressure without space for renewal; over-reliance on achievement for self-worth.	Take 10 minutes daily for a non-work curiosity; a walk, a podcast, a book.
↓			
Stage 2 Friction Build	Irritability rises, patience shortens, and small inconveniences feel big.	Emotional load increases without healthy release; boundaries blur.	Try a 3-breath pause before responding to tension; identify your top 3 energy drains.
↓			
Stage 3 Energy Crash	You feel drained even after rest. Small tasks feel heavy.	Long-term depletion of emotional and physical reserves; chronic stress patterns.	Prioritise restorative activities before adding new demands.
↓			
Stage 4 Disconnection	You're on autopilot; work feels disconnected from who you are.	Self-protection from prolonged overload; misalignment between values and current role.	Revisit moments of deep connection in work/life; note 3 patterns you see.
↓			
Stage 5 Recalibration	You're intentionally removing drains, restoring clarity, and aligning with your values.	You've done the inner work to release old patterns and create sustainable rhythms.	Choose one boundary you'll keep for the next 7 days – no exceptions.

What would your ideal Burnout Recovery look like?
Describe one small shift you could make this week to move toward it.

.....

MY BURNOUT TRANSFORMATION COMMITMENT

I've realized that my burnout is a:
(Tick the one that resonate with you)

Weakness

☐

Signal

☐

What I'm truly ready to transform

Why am I ready to do this now?

A NOTE FROM FAITH

If you're reading this, it means you care enough to pause.

And that pause, that moment of noticing, is often the first, most powerful step toward change.

Whether you see yourself at Stage 1 or Stage 4, burnout is not a sign of weakness. It's a signal.

A message from your mind and body that something needs to shift.

I created the Burnout Recovery Guide because I've seen, again and again, that it's possible to come back from burnout, clearer, stronger, and more aligned than before.

If you feel ready to take the next step, I'd be honoured to walk with you through it.

Faith Foo

Founder, D Spark Lab

EMDR-Inspired Breakthrough Coach

YOUR NEXT STEP

Knowing your stage is only the beginning.

The true breakthrough comes from understanding the root cause of what's holding you back.

On a complimentary 20-minute Discovery Call, we will:

- Identify exactly what's draining your energy.
- Clarify your priorities and values.
- Map a personalized plan to restore your clarity and confidence.

This is a confidential space for leaders to explore what burnout recovery could truly look like for you.

[Book Your Call](#)

Faith Foo



HELPING LEADERS TRANSFORM

BURNOUT TO BREAKTHROUGH

D Spark Lab is a pioneering coaching and corporate well-being practice founded by Faith Foo, specialising in EMDR-inspired breakthrough coaching for high-performing leaders, executives, and founders.

We believe true strength is not measured by how much you can endure, but by your ability to restore, adapt, and lead from a place of grounded clarity.

Our approach goes beyond traditional coaching. We work at the root cause of burnout and emotional blocks to create lasting transformation.



Our Core Services

1-on-1 Intensive Breakthrough

A focused, 90-minute session to address a specific emotional trigger or performance block.

Breakthrough Coaching Package

A multi-session program for leaders ready for a lasting transformation in their resilience, values, and capacity.

Combat Burnout Corporate Workshops

Interactive, evidence-based sessions for organizations that want to build psychologically safe and sustainably high-performing teams.

If you're ready to explore your next step, start with a complimentary Discovery Call. Just a powerful conversation about your breakthrough.

dsparklab.com