

## FOUNDATIONS · RESOURCE 20

# Burnout and Financial Inconsistency

**TL;DR · QUICK SUMMARY**

- Burnout can significantly impact financial behaviours, routines and decision-making.
- Periods of high capacity may be followed by periods of reduced engagement or productivity.
- Financial inconsistency is not always a motivation issue. Sometimes it is a capacity issue.
- Building flexibility into financial plans can improve long-term sustainability.

**A Note Before You Read On**

This resource offers general guidance and reflects common experience, not professional, legal, medical or financial advice. It is not a substitute for employment law, HR policy, occupational health guidance, or individual professional assessment. Every person's experience of neurodivergence is different, so please adapt anything here to your own situation. The Uniquely Wired Network does not accept liability for decisions, actions or outcomes arising from the use of this material. If you need advice specific to your circumstances, please consult a qualified professional (e.g. HR, legal, medical, or financial advisor).

## Why This Matters

Many financial plans assume consistent behaviour over time.

However, some clients experience cycles of intense engagement followed by periods of exhaustion, overwhelm or burnout.

During periods of burnout, financial administration, budgeting, planning and decision-making may become significantly harder.

Recognising these patterns allows financial planners to create more realistic and sustainable strategies.

## What This Might Look Like

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### A client may:

- Be highly organised for several months and then disengage.
- Miss financial reviews during stressful periods.
- Struggle with paperwork when overwhelmed.
- Stop using budgeting systems that previously worked well.
- Experience fluctuating confidence around money.
- Find financial administration harder during periods of exhaustion.

## What You Can Do

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### 1. Plan for Fluctuating Capacity

#### Consider:

- Automation.
- Simplified systems.
- Fewer administrative requirements.
- Clear review schedules.

### 2. Discuss Sustainability

**Ask whether current financial habits would remain manageable during challenging periods.**

### 3. Build Resilience

**Focus on systems that continue working even when energy levels are lower.**

## Helpful Phrases You Can Borrow

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You don't have to use these exact words — take what fits and leave the rest.

“What tends to happen financially when life becomes particularly busy or stressful?”

"How can we make this plan easier to maintain during difficult periods?"

"Let's create something that works even when capacity is lower."

"What financial systems have felt sustainable for you in the past?"

## Quick Tips

- Consider capacity as well as capability.
- Look for recurring patterns.
- Build flexibility into plans.
- Encourage automation where appropriate.
- Focus on sustainability over perfection.
- Plan for real life, not ideal conditions.

Reduce unnecessary complexity.

### Before You Go

Financial success isn't determined by what happens on someone's best day.

It's often determined by what remains possible on their hardest days.

The most sustainable financial plans acknowledge that energy, capacity and life circumstances can change.

When planning works with those realities rather than against them, clients are often better able to achieve long-term success.