THE NEUFLODOC™ SYSTEMS · RYAN C. NEAL, MD

BT4HP™

ASSESSMENT ARCHITECTURE & CLINICAL FRAMEWORK

The Neal Model · Six Subscales · Dual-Score System

THE NEAL MODEL

Burnout as a Three-Stage Progression

STAGE 1

Overload

Demand chronically exceeds available resource. Biological debt accumulates.

GREEN ZONE · 0–12

STAGE 2

Cynicism

Active disengagement as self-protection. Emotional armor replaces motivation.

YELLOW ZONE · 13–27

STAGE 3

Exhaustion

Biological, psychological, and existential system collapse. Redesign required.

RED ZONE · 28–45

STAGE 1 · GREEN ZONE · SCORE 0–12

Overload

- Chronic demand-resource imbalance — biological debt accumulates across time
- Early warning signals are present — external performance remains largely intact
- Recovery is still achievable — this is the only stage where prevention works

ACTION: Monitor & Restore

01

STAGE 2 · YELLOW ZONE · SCORE 13–27

Cynicism

- Active disengagement as a protective response to sustained, unresolved depletion
- Emotional detachment and loss of meaning replace intrinsic motivation
- Cynicism is armor — keeping the performer functional while keeping them disconnected

ACTION: Stabilize & Address

02

STAGE 3 · RED ZONE · SCORE 28–45

Exhaustion

- Biological, psychological, and existential systems are under severe strain
- Performance may persist briefly — but is no longer structurally sustainable
- Fundamental life architecture redesign is required — optimization is insufficient

03

ACTION: Redesign & Rebuild — clinical support indicated

THE PROBLEM

Why Standard Tools Miss High Performers

- Standard burnout instruments are calibrated for average-range performers and average presentations
- High performers maintain output and professional appearance long after depletion begins
- Behavioral masking invalidates self-report tools that depend on visible functional decline
- The gap between internal state and external presentation is the clinical blind spot BT4HP is designed to close

FUNCTIONAL MASKING

"*The greatest danger for a high performer is not that they will immediately collapse publicly.*"

It is that they will succeed brilliantly while burning out silently — and not recognize what is happening until it is too late to prevent the consequences.

— **RYAN C. NEAL, MD**

ASSESSMENT ARCHITECTURE

12 Dimensions · 6 Subscales · 3 Neal Stages

STAGE 1
OVERLOAD

A — Overload Burden
Items 1 & 2 · Max 6

B — Depletion Signature
Items 3 & 5 · Max 6

STAGE 2
CYNICISM

C — Disengagement Pattern ★
Items 4 & 6 · Max 12 · Identity

D — Emotional Distancing
Items 7 & 8 · Max 6

STAGE 3
EXHAUSTION

E — Cognitive Erosion
Items 9, 10 & 11 · Max 9

F — Sustainability Threat ★
Item 12 · Max 6 · Identity

★ Identity-weighted items score on a 7-point scale (0–6) · Standard items score on a 4-point scale (0–3)

SUBSCALE A · OVERLOAD BURDEN · STAGE 1

Overload Burden

Items 1 & 2 · Max Score: 6 · Standard Scale (0–3)

Q1 · Work-Life Overload

"*The demands of my work exceed the resources I have available to meet them.*"

Q2 · Persistent Fatigue

"*I experience persistent fatigue or low energy that rest does not fully resolve.*"



Demand-resource imbalance and incomplete physiologic recovery

SUBSCALE B · DEPLETION SIGNATURE · STAGE 1

Depletion Signature

Items 3 & 5 · Max Score: 6 · Standard Scale (0–3)

Q3 · Mental or Emotional Drain

"*I experience significant mental or emotional exhaustion that my usual recovery strategies do not adequately address.*"

Q5 · Stress-Related Physical Symptoms

"*I experience stress-related physical symptoms such as tension, headaches, GI issues, or sleep disruption.*"

B

Neurochemical and somatic stress expression; body-level burnout

SUBSCALE C · DISENGAGEMENT PATTERN · STAGE 2 ★ Identity-Weighted

Disengagement Pattern

Items 4★ & 6★ · Max Score: 12 · Identity Scale (0–6)

Q4★ · Loss of Meaning

"I have lost touch with the meaning or purpose that originally drew me to my work."

Q6★ · Relationship Strain

"My relationships with family, friends, colleagues, or community are strained or damaged as a result of my work demands."

C

The fastest accelerant of Stage 2 to Stage 3 in the instrument

SUBSCALE D · EMOTIONAL DISTANCING · STAGE 2

Emotional Distancing

Items 7 & 8 · Max Score: 6 · Standard Scale (0–3)

Q7 · Loss of Job Enjoyment

"*I no longer enjoy or find satisfaction in aspects of my work that once brought me fulfillment.*"

Q8 · Persistent Overwhelm

"*I feel persistently overwhelmed by the complexity, pace, or volume of my work responsibilities.*"



Anhedonia and cognitive overwhelm; Stage 2 cynicism markers

SUBSCALE E · COGNITIVE EROSION · STAGE 3

Cognitive Erosion

Items 9, 10 & 11 · Max Score: 9 · Standard Scale (0–3)

Q9 · Mental Check-Out

"*I experience mental check-out, difficulty concentrating, or reduced mental clarity during work.*"

Q10 · Decision Fatigue

"*I struggle with decision-making or find it difficult to make choices about my work.*"

Q11 · Loss of Time Control

"*I feel I have lost control over my time, schedule, or professional boundaries.*"



Executive function compromise; cognitive machinery breakdown

SUBSCALE F · SUSTAINABILITY THREAT · STAGE 3 ★ Identity-Weighted

Sustainability Threat

Item 12★ · Max Score: 6 · Identity Scale (0–6)

Q12★ · Perceived Unsustainability

"My current professional role feels unsustainable over the long term."

- Existential future appraisal — the most forward-looking dimension in the instrument
- A single item that functions as a threshold proximity signal for Stage 3



Existential future appraisal;
threshold proximity signal

SCALE DESIGN

The Identity-Weighted Scale

STANDARD SCALE · 9 ITEMS

4 Points · 0–3

Never	0
Sometimes	1
Often	2
Always	3

Max per item: 3 · Subscales A, B, D, E

★ IDENTITY SCALE · 3 ITEMS

7 Points · 0–6

Never	0
Rarely	1
Sometimes	2
Often	3
Very Often	4
Almost Always	5
Always	6

Max per item: 6 · Subscales C, F · Double clinical weight

SCORING ARCHITECTURE

Functional vs. Identity

FUNCTIONAL SCORE

27 max

Items 1–3, 5–11

- Measures operational capacity and surface-level depletion
- Reflects what the external world tends to see

IDENTITY SCORE

18 max

Items 4★, 6★, 12★

- Measures existential erosion — meaning, relationships, sustainability
- Reflects what the performer knows privately but rarely discloses

Masking Indicator: When Identity Score significantly exceeds Functional Score, treat identity as the primary clinical signal — performance is masking existential burnout.

ZONE MAPPING · NEAL STAGE ALIGNMENT

Three Zones · Three Neal Stages

0–12 GREEN ZONE	**Stage 1: Overload** Biological debt accumulating — recovery still achievable with structural intervention	**Monitor & Restore**
13–27 YELLOW ZONE	**Stage 2: Cynicism** Active disengagement underway — authenticity recovery and meaning reconnection required	**Stabilize & Address**
28–45 RED ZONE	**Stage 3: Exhaustion** System collapse — life architecture redesign required; clinical support is indicated	**Redesign & Rebuild**

CLINICAL INTELLIGENCE

Four Signature Patterns

Depletion Triad	Q1 + Q2 + Q3 all scored ≥ 2 — biological debt accumulating rapidly; intervention is urgent
Identity Rupture	Q4 + Q6 both scored ≥ 4 — the fastest accelerant of Stage 2 to Stage 3 in this instrument
Cognitive Collapse	Q9 + Q10 + Q11 all scored ≥ 2 — executive function compromised; Stage 3 may be imminent
Functional Masking	Low total score with Q4 or Q12 scored ≥ 4 — identity indicators override functional appearance

BEYOND THE SCORE

The Recognition Check

- **Eight self-recognition** statements presented after the 12-question assessment is complete
- Captures **behavioral and identity masking** that the numeric score alone cannot detect
- Endorsed statements reveal the gap **between external performance and internal lived experience**
- **Recognition score** can override and elevate the zone classification when masking is significant

> *"I have learned to perform well while burning out internally. This is something I do automatically."*

MASKING LOGIC

When Recognition Overrides the Score

1–2	**Mild masking noted** — reflected in clinical interpretation; zone classification unchanged
3–4	**Moderate masking** — score elevated one full zone (Green becomes Yellow; Yellow becomes Red)
5–8	**Significant masking** — auto-elevated to Red Zone regardless of numeric score

Recognition check treats **performance masking as a primary clinical signal** — not a secondary modifier.

COMPARATIVE ANALYSIS

The Neal Model vs. BT4HP™

THE NEAL MODEL

- Three-stage conceptual framework: Overload, Cynicism, Exhaustion
- Provides the clinical language for burnout progression
- Descriptive and directional — not a scored screening instrument
- Does not account for high performer masking or identity erosion

BT4HP™

- Operationalizes The Neal Model into a 45-point scored instrument
- Adds identity weighting — doubles the clinical weight of meaning, relationship, and sustainability items
- Dual-score architecture separates functional capacity from existential erosion
- Built specifically to detect burnout in performers who maintain external function

BT4HP™

Understand the Threshold. Break the Cycle.

Build a Sustainable Model.

Designed to see past the mask of high performance —

Detecting burnout early, accurately, and with clinical precision.

Across The Neal Model - Three Burnout Stages.

12 Clinical Dimensions | 6 Subscales | Dual-Score Architecture | Masking Detection

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