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CORE LEADERSHIP INTELLIGENCE

Decision Fatigue Assessment™

(BDFA)

Think Clearly. Decide Intelligently. Lead Sustainably.

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Executive Definition

The Burn Bright Decision Fatigue Assessment™ (BDFA) is an evidence-informed leadership diagnostic designed to measure an individual's cognitive capacity, decision quality, mental workload, and decision sustainability.

The assessment identifies how leadership behaviours, organisational systems, workload architecture, emotional regulation, and recovery influence decision-making performance.

Rather than measuring productivity alone, the BDFA evaluates Decision Intelligence — the ability to consistently make effective decisions without cognitive overload or burnout.

Core Philosophy

Fundamental Principle

The quality of an organisation is determined by the quality of its leadership decisions. The quality of leadership decisions is determined by the sustainability of the leader.

Decision fatigue is not simply a personal problem. It is often the result of:

- Excessive workload
- Poor delegation
- Unclear priorities
- Organisational complexity
- Constant interruptions
- Lack of recovery
- Emotional overload
- Insufficient reflection

The Burn Bright Decision Intelligence Model™

Purpose flows into eight interlocking capabilities that together determine leadership performance:

Decision Intelligence Capability	Contributes To
Cognitive Capacity	Decision Quality
Strategic Thinking	Innovation
Emotional Regulation	Communication
Decision Architecture	Confidence
Attention Management	Team Performance
Delegation Intelligence	Leadership Sustainability
Knowledge Intelligence	—
Recovery Intelligence	—

Eight Assessment Domains

1. Cognitive Capacity

Definition

The ability to process information without overload.

Measures

- Mental clarity
- Cognitive load
- Concentration
- Information processing
- Working memory

Sample Questions

“I remain mentally clear throughout most working days.”

“I struggle to process multiple competing priorities.”

“I frequently feel mentally overloaded.”

AI Reflection

What unnecessary decisions could be removed from your week?

2. Strategic Thinking

Definition

The ability to think beyond immediate operational demands.

Measures

- Long-term planning
- Prioritisation
- Vision
- Critical thinking
- Future orientation

Sample Questions

“I regularly schedule uninterrupted strategic thinking time.”

“I spend most of my day reacting rather than planning.”

3. Emotional Regulation

Definition

The ability to prevent emotions from impairing judgement.

Measures

- Stress response

- Self-awareness
- Emotional control
- Confidence
- Impulse management

Sample Questions

“Stress negatively affects my decision-making.”

“I remain calm under pressure.”

4. Decision Architecture

Definition

The systems and frameworks supporting consistent decisions.

Measures

- Standard operating procedures
- Decision frameworks
- Prioritisation systems
- Escalation processes
- Documentation

Sample Questions

“Most decisions follow a clear framework.”

“Too many decisions rely solely on me.”

5. Attention Management

Definition

The ability to protect focus and reduce cognitive switching.

Measures

- Interruptions
- Meetings
- Email
- Notifications
- Context switching

Sample Questions

“I have uninterrupted focus time every day.”

“Meetings prevent deep work.”

6. Delegation Intelligence

Definition

The ability to distribute decisions appropriately.

Measures

- Trust
- Empowerment
- Accountability
- Team capability
- Decision ownership

Sample Questions

“My team makes appropriate decisions independently.”

“I unnecessarily become involved in minor decisions.”

7. Knowledge Intelligence

Definition

The use of evidence, learning, AI, and experience to improve decisions.

Measures

- Reflection
- Reading
- Research
- AI support
- Professional development

Sample Questions

“I actively seek evidence before important decisions.”

“I reflect on previous decisions.”

8. Recovery Intelligence

Definition

The restoration of cognitive capacity through recovery practices.

Measures

- Sleep
- Breaks
- Recovery
- Boundaries
- Energy management

Sample Questions

“I regularly disconnect from work.”

“My decision quality declines later in the day.”

Burn Bright Decision Intelligence Index™ (BDII)

Every participant receives an overall score across the eight domains:

Domain	Score
Cognitive Capacity	78
Strategic Thinking	84
Emotional Regulation	76
Decision Architecture	88
Attention Management	69
Delegation Intelligence	72
Knowledge Intelligence	91
Recovery Intelligence	65

Overall Decision Intelligence Score

78 / 100

Category: Strategic Leader

Decision Intelligence Categories

Score	Classification
90–100	Executive Decision Architect
80–89	Strategic Decision Leader
70–79	Sustainable Decision Maker
60–69	Developing Decision Capability
50–59	Decision Overload Risk
Below 50	Critical Decision Fatigue

Decision Fatigue Risk Indicator™

Measures the likelihood of impaired judgement.

Low Risk

- High recovery
- Strong delegation
- Clear priorities

Moderate Risk

- Increasing workload
- Reduced strategic thinking
- Growing cognitive load

High Risk

- Constant interruptions
- Decision bottlenecks
- Emotional exhaustion
- Poor recovery

Decision Energy Flow™

Knowledge → Reflection → Analysis → Decision → Implementation → Review → Learning → Recovery → Improved Decision Capacity

AI Decision Coach™

Every report generates personalised recommendations. Example:

Your Biggest Strength

Knowledge Intelligence (91) — you consistently seek evidence and reflect before making decisions.

Your Biggest Opportunity

Recovery Intelligence (65) — mental fatigue is reducing your decision quality in the afternoon.

AI Recommendations

Complete:

- Leadership Recovery Module
- Meeting Audit Toolkit
- Delegation Planner

Suggested weekly challenge: Eliminate five unnecessary decisions by Friday.

Executive Dashboard™

Metric	Score
Decision Intelligence (Overall)	82
Cognitive Capacity	79
Strategic Thinking	88
Attention Management	70
Delegation	74
Recovery	68
Knowledge	91

Decision Fatigue Risk: LOW–MODERATE

Team Decision Dashboard™

Managers receive anonymised team insights, measuring:

- Decision bottlenecks
- Delegation maturity
- Meeting overload
- Strategic thinking capacity
- Recovery compliance
- Decision confidence

Enterprise Benchmark™

Organisations compare results against industry, company size, leadership level, and geographic region. Example:

Sector	Average Decision Intelligence
Healthcare	72
Education	74
Technology	80
Government	69
Financial Services	82

Platform Integration

The Decision Fatigue Assessment™ is one of a suite of interconnected diagnostics in the Burn Bright Leadership Intelligence Suite™:

Leadership Sustainability Framework™

Measures: overall sustainable leadership capability.

Leadership Energy Audit™

Measures: energy generation and depletion.

Decision Fatigue Assessment™

Measures: cognitive performance and decision sustainability.

Leadership Intelligence Assessment™

Measures: professionalism, adaptability, reflection, emotional intelligence, and lifelong learning.

Together these create a unified Leadership Intelligence Platform™ where AI, diagnostics, learning, community, resources, and enterprise dashboards continuously reinforce one another.

Positioning Statement

The Burn Bright Decision Fatigue Assessment™ helps entrepreneurs, managers, executives, and organisations understand how cognitive load, emotional regulation, strategic thinking, delegation, attention management, knowledge development, and recovery influence decision quality. Rather than simply identifying fatigue, it provides actionable insights that improve leadership judgement, organisational effectiveness, and long-term sustainable performance.

— End of Decision Fatigue Assessment™ —