

CLASSIFICATION

Operator
field guide

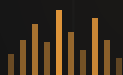
Jon Orozco, MBA, SHRM-SCP

THE FIRST OPERATOR

SYSTEMS ARCHITECT, THE HR OPERATOR™

THE HR OPERATOR™

SIGNAL STATUS



Line open

FREE OPERATOR SAMPLE • FIELD GUIDE 004 • BURNOUT
& OVERLOAD

One framework from the field guide, given away free.
Run the burnout intervention like a system.

TRANSMISSION ID

BURN

2026 • 004

SERIES

TACTICAL WORKFORCE
INFRASTRUCTURE

PUB CODE

HRO-BURN-2026-004

The Line is Open.

004
Sample

THE GOLDEN NUGGET • FREE EXCERPT

Run the burnout intervention **like a system.**

Most organizations discover burnout after the resignation. The team was not hiding it. The operator had no system to read it. Here is the five-step intervention sequence from the full field guide. Five moves, in order, every time.

01**Stabilize**

Pause non-essential work, cut 20% of meetings, name the top three priorities, and open recovery windows immediately. Days one to three.

02**Reassess**

Run the math: hours required versus hours available, staffing gaps, emotional load concentration, bottleneck inventory. Not the mood. The math.

03**Rebuild**

Visible structural change before any morale work. Consistent follow-through. Transparency about what is changing and why. Days seven to thirty.

04**Redesign**

Remove workflow friction, name decision bottlenecks, retire useless meetings, clarify unclear ownership. Make the work survivable.

05**Monitor**

Track sustainability metrics monthly. Catch drift in the open. The dashboard does not save the team. The operator using the dashboard does.

THE OPENING LINE FOR A STAGE 3 CONVERSATION • USE THIS

"In the last few weeks your energy in meetings has shifted. Contributions still happen. They are quieter. I am curious what is happening on your end."

INSIDE THE FULL FIELD GUIDE

What the full **field guide** gives you.

The sample above is one framework. Field Guide 004 is the complete operating manual for burnout and overload: forty-one pages, built for detection through defensibility, deployable the day you finish reading.

- The five-stage strain framework with detection signals by stage and a saturation meter that reads six capacity variables, not just hours and output
 - The four recovery systems with owner, frequency, and metric: workload governance, recovery windows, emotional load balancing, and leadership stabilization
 - Ten operator notices: pre-collapse tells and mid-strain signals that experienced operators see before the report does
 - Three live scenario transcripts: early Stage 3 detection, the manager urgency amplifier, and the room after a Stage 5 collapse, each with operator notes inline
 - Eight legal escalation thresholds: ADA, retaliation, hostile environment, wage and hour, constructive discharge, documentation failure, negligent retention, and disparate impact
 - The Capacity and Load Operating System on one page: the trust recovery arc, documentation standards, and the quarterly sustainability audit, all deployable as a set
-

The full field guide, and the **29 others**.

Field Guide 004 is one volume of THE HR OPERATOR, the closed 30-volume core that runs the whole people function as one system. Get this guide, or get the series. The Line is Open.