

BURNOUT QUESTIONNAIRE

Rate each of the 28 questions regarding how you have felt in the **past six weeks**.

Do you:	Never / No Change (1)	Rarely (2)	Sometimes (3)	Often (4)	Always / Significant Change (5)
Worry at night, have trouble falling or staying asleep?					
Feel less competent / effective than before, or work harder yet accomplish less?					
Consider yourself unappreciated or “used” on the job?					
Feel tired / fatigued rather than energetic, even when you get enough sleep?					
Dread going to work or feel trapped in your job situation?					
Feel angry, irritated, annoyed, or disappointed in people around you?					
Suffer from physical complaints or frequent illness (headaches, stomach/bac/neck aches, colds) ?					
Feel overwhelmed?					
Think that sex seems like more trouble than it is worth?					
See close friends and family less often?					
Total:					

Page Total: _____

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Are you:	Never / No Change (1)	Rarely (2)	Sometimes (3)	Often (4)	Always / Significant Change (5)
More forgetful (about appointments, deadlines, possessions) than usual?					
Always watching the clock?					
Avoiding conversations with co-workers or isolating from people in general?					
Rigidly applying rules without considering alternative solutions?					
Increasing your substance use? (Alcohol, cannabis, etc.)					
Easily or automatically expressing negative attitudes, especially to change?					
Absent, out sick more often, or sick at work?					
Unable to laugh at a joke about yourself or have difficulty finding joy?					
Experience increased interpersonal conflict with co-workers / family?					
Feel too busy to do ordinary things (make phone calls, read, contact friends /family) ?					
Total:					

Page Total: _____

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Does your job:	Never / No Change (1)	Rarely (2)	Sometimes (3)	Often (4)	Always / Significant Change (5)
Seem meaningless or filled with too many repetitive situations?					
Pay too little?					
Lack access to a social-professional support group?					
Depend on capricious funding sources or not have enough funds to accomplish agency goals?					
Lack clear guidelines or require you to deal with rapid program changes?					
Entail so many different tasks that you feel fragmented?					
Demand coping with an angry public?					
Overload you with work, demand long shifts / overtime, deny breaks / lunch time / sick leave / vacation?					
Total:					

Page 1 Total: _____ + Page 2 Total: _____ + Page 3 Total: _____ =

Final Score: _____

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WHAT YOUR SCORE MEANS

- 28 – 38** Indicates feeling mellow, with almost no job stress and seems practically burnout-proof.
- 38 – 50** Expresses a low amount of job-related stress and not likely to burn out in the near future. Review questions scored a 3 or above and think about whether any adjustments are needed for burnout prevention.
- 51 – 70** Indicates a moderate amount of stress on the job and a fair chance of future burnout. For each question scored a 4 or above, consider ways to reduce the stresses involved. If possible, take action to shift to a different perspective, or to prioritize ways to troubleshoot the most concerning areas.
- 71 – 90** Expresses a high amount of job-related stress and shows early signs of burnout. Consider stress reduction, assertiveness, and burnout prevention techniques. Mark each question scored a 4 or above and rank them in order of their impact— beginning with those most bothersome. For the top three, make a list of ways to reduce the stresses involved. If physical symptoms are present, check with a medical provider.
- 91 & up** Demonstrates a concerning amount of stress and nearing advanced burnout. Without changes in behaviors, attitude, and/or job situation, likelihood for stress-related illness is high. Consider reaching out to a trusted colleague or supervisor, and/or seek professional help.

FINAL TAKEAWAY

Burnout is reversible, no matter how far along it is.
Higher numbers signify that it may be time to make adjustments and take time to reflect on personal / professional needs.
Do not be alarmed by a high score, but pay attention to it!

Evaluate your professional and personal support system.
Know your limits, and honor them.
Learn how to ask for help when you need it, and learn to delegate!