

BURNOUT QUESTIONNAIRE

Rate each of the 25 questions according to the following scale:

- 1 = never
- 2 = rarely
- 3 = sometimes
- 4 = often
- 5 = always

Do you:

- _____ 1. Worry at night and have trouble sleeping?
- _____ 2. Feel less competent or effective than you used to feel?
- _____ 3. Consider yourself unappreciated or "used" on the job?
- _____ 4. Always feel tired, even when you get enough sleep?
- _____ 5. Dread going to work?
- _____ 6. Get angry and irritated easily?
- _____ 7. Have recurring headaches, stomach aches, or lower back pain?
- _____ 8. Feel overwhelmed?

Are you:

- _____ 9. Always watching the clock?
- _____ 10. Avoiding conversation with co-workers?
- _____ 11. Rigidly applying rules without considering more creative solutions?
- _____ 12. Increasing your use of alcohol or drugs?
- _____ 13. Automatically expressing negative attitudes?
- _____ 14. Excessively absent?

Does your job:

- _____ 15. Overload you with work?
- _____ 16. Deny you breaks, lunch time, sick leave, or vacation?
- _____ 17. Demand long shifts and frequent overtime?
- _____ 18. Pay too little?
- _____ 19. Lack access to a social-professional support group?
- _____ 20. Depend on capricious funding sources?
- _____ 21. Not have enough funds to accomplish agency goals?
- _____ 22. Lack clear guidelines?
- _____ 23. Entail so many different tasks that you feel fragmented?
- _____ 24. Require you to deal with rapid program changes?
- _____ 25. Demand coping with an angry public?

Total up the numbers in the response column.....Your score: _____.

WHAT YOUR SCORE MEANS

- 25 – 35** You appear impressively mellow, with almost no job stress and seem practically burnout-proof.
- 36 – 50** You express a low amount of job-related stress and are not likely to burn out. Look over those questions on which you scored a 3 or above and think about ways you can reduce the stresses involved.
- 51 – 70** You seem to be under a moderate amount of stress on the job and have a fair chance of burning out. For each question on which you scored a 4 or above, consider ways you can reduce the stresses involved. If possible, take action to improve your attitude or the situation surrounding those things that trouble you most.
- 71 – 90** You express a high amount of job-related stress and may have begun to burn out. Consider studying stress reduction, assertiveness, and burnout prevention. Mark each question on which you scored a 4 or above and rank them in order of their effect on you—beginning with the ones that bother you most. For at least your top three, make a list of ways you can reduce the stresses involved and take action to improve your attitude and/or situation. If your body is reflecting this stress, get a medical checkup.
- 91 & up** You seem to be under a dangerous amount of stress and are probably nearing an advanced stage of burnout. Without some changes in your behaviors, attitude, and job situation your potential for succumbing to stress-related illness is high. Consider taking classes in stress reduction and burnout prevention and/or seeking professional help.