



BURNOUT

Self-Assessment Tool

This burnout self-assessment tool (modelled after the Maslach Burnout Inventory) explores three components: exhaustion, depersonalization, and personal achievement.

PART 1

0 1 2 3 4 5 6

I feel emotionally drained by work.

Working with people each day requires a lot of effort.

I feel as if work is breaking me down.

I feel frustrated by work.

I feel like I work too hard at my job.

Working in direct contact with people at work stresses me too much.

I feel like I'm at the end of my rope.

0 - Never, 1 - A few times per year, 2 - Once per month, 3 - A few times per month,
4 - Once per week, 5 - A few times per week, 6 - Every day

TOTAL

PART 2

0 1 2 3 4 5 6

I feel like I look after clients/patients impersonally, almost as if they are objects.

I feel tired when I get up in the morning and must face another day.

I have the impression that my clients make me responsible for some of their problems.

At the end of my workday I'm at the end of my patience.

I really don't care what happens to some of my clients/patients.

I've grown more insensitive to people since I've been working.

I fear that my job is making me uncaring.

0 - Never, 1 - A few times per year, 2 - Once per month, 3 - A few times per month,
4 - Once per week, 5 - A few times per week, 6 - Every day

TOTAL

PART 3

0 1 2 3 4 5 6

I accomplish many worthwhile things in my job.

I feel energized.

I'm easily able to understand what my patients/clients feel.

I effectively look after the problems of my patients/clients.

I handle emotional problems calmly in my work.

I feel I have a positive influence on people through my work.

I'm easily able to create a relaxed atmosphere with my patients/clients.

I feel refreshed when I've been close to my patients/clients at work.

0 - Never, 1 - A few times per year, 2 - Once per month, 3 - A few times per month,
4 - Once per week, 5 - A few times per week, 6 - Every day

TOTAL

Scoring Results Interpretation

PART 1 - BURNOUT

Burnout (or depressive anxiety syndrome) speaks to fatigue at the very idea of work, chronic fatigue, sleep problems, and physical problems. For most self-assessments (including the MBI), exhaustion would be the key component, and unlike depression, the issues tend to disappear outside of work.

- Total score of **17** or less: low-level burnout
- Total score of **18** to (and including) **29**: moderate burnout
- Total score over **30**: high-level burnout

PART 2 - DEPERSONALIZATION

Depersonalization (or loss of empathy) is a feeling of dehumanization in interpersonal relationships. The feeling of detachment is excessive, leading to withdrawal from social contacts and withdrawing into oneself, feelings of guilt, and cynicism and negative attitudes toward patients, clients, or colleagues. Depersonalization blocks the empathy that one can show.

- Total score of **5** or less: low-level burnout
- Total score of **6** to (and including) **11**: moderate burnout
- Total score over **12**: high-level burnout

PART 3 - PERSONAL ACHIEVEMENT

A reduction of personal achievement leads one to self-assess negatively and feel unable to move a situation forward. This component represents the demotivating effects of a repetitive, difficult situation leading to failure (despite efforts) and personal doubt in one's abilities to accomplish things. This aspect is a consequence of Parts 1 and 2.

- Total score of **33** or less: high-level burnout
- Total score of **34** to (and including) **39**: moderate burnout
- Total score over **40**: low-level burnout

A high score in Parts 1 and 2 and a low score in Part 3 may indicate burnout.