GBS Health & Wellness

Burnout Assessment Tool

Burnout is a common form of work-related stress. It often leads to physical or emotional exhaustion, dissatisfaction at work, frustration, and lack of productivity. The purpose of this assessment is to help individuals reduce work-related stress through increased self-understanding and awareness. This assessment is meant to measure the risk of burnout, by identifying warning signs and is not meant to be used as a diagnostic tool.

Over the last two weeks, how often have you been bothered by any of the following problems?
Circle your answers then add column totals below.

	Not at all	Rarely	Sometimes	Often	Very Often
I feel run down and drained of physical or emotional energy.	1	2	3	4	5
I worry at night, have trouble falling asleep or staying asleep.	1	2	3	4	5
I dread going to work or feel trapped in my job situation.	1	2	3	4	5
I have negative thoughts about my job.	1	2	3	4	5
I am harder and less sympathetic with people than perhaps they deserve.	1	2	3	4	5
I am easily irritated by small problems, or by my co-workers and team.	1	2	3	4	5
I feel misunderstood or unappreciated by my co-workers.	1	2	3	4	5
I feel that I have no one to talk to.	1	2	3	4	5
I feel that I am achieving less than I should.	1	2	3	4	5
I feel under an unpleasant level of pressure to succeed.	1	2	3	4	5
I feel that I am not getting what I want out of my job.	1	2	3	4	5
I feel that I am accomplishing less and less in the time available.	1	2	3	4	5
I feel that I am in the wrong organization or the wrong profession.	1	2	3	4	5
I am frustrated with parts of my job.	1	2	3	4	5
I feel that there is more work to do than I practically have the ability to do.	1	2	3	4	5
My job entails so many different tasks that I feel fragmented.	1	2	3	4	5
I find that I do not have time to plan as much as I would like to.	1	2	3	4	5
Column Totals:	_____	_____	_____	_____	_____
Total:					_____

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To score your answers: Each *"Not at all"* answer has value of one. Each *"Rarely"* answer has a value of two. Each *"Sometimes"* answer has a value of three. Each *"Often"* answer has a value of four. Each *"Very Often"* answer has a value of five. **Total all answer scores to determine your screening result.**

Understanding Your Results

If your score result is **between 17 and 21**

Your results indicate no sign of burnout, keep up the good work!

If your score result is **between 22 and 36**

Your results indicate little sign of burnout, be mindful of those questions that received a higher score and continue to practice self-care.

If your score result is **between 37 and 55**

Your results indicate that you are at risk of burnout. Highlight the questions you scored a 4 or higher and identify the top stressors in your life that are contributing factors. Take action by learning and practicing stress management techniques, establishing a daily routine focused on work-life balance, and reframing your mindset around those things that give you the most trouble.

If your score result is **between 56 and 67**

Your results indicate that you are at severe risk of burnout. Mark each question you scored a 4 or higher and rank the questions in order of their effect on you. Make a list of specific reasons and situations that have made you feel this way. If possible, plan a time to talk with your manager/supervisor to create an action plan of ways to address the situation in order to reduce burnout. This may include reevaluating priorities, reassigning some work, or discussing growth opportunities.

If your score result is **between 68 and 85**

Your results indicate that you are at a severe risk of burnout. Without changes in your job situation or self-care routine, your potential for extreme levels of stress is very high. Consider reaching out to co-workers, friends, family or health professionals for help. Plan to take some time to recharge and focus on self-care.

Adapted From:
- BURNOUT QUESTIONNAIRE (onelegacy.org)
- Self-CareBurnoutSelf-Test.pdf (ymaws.com)
- Burnout Self-Test - Stress Management from MindTools.com

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