

Burnout

"Burnout" is a syndrome - a complex of experiences. With all its varied expressions, it can accurately be viewed as having three hubs: (1) Emotional exhaustion; (2) Depersonalization (*reacting negatively & desiring to withdraw*); and (3) Reduced feeling of accomplishment (*feeling inadequate & "the harder I work, the more behind I get"*). In order to assess if you are approaching burnout at this time, take the following inventory, which is adapted from the book How to Beat Burnout by Minirth, Hawkins, Meier, and Fournoy (Moody Press, 1986)

Burnout Inventory

Give yourself a score between 0 and 5 on each of these questions, according to the following scale:

5 = strongly agree; 4= agree; 3 = somewhat agree; 2 = somewhat disagree; 1 = disagree; 0 = strongly disagree

- ___ 1. I'm more irritable than I used to be.
- ___ 2. I feel like I'm not doing any good at work these days.
- ___ 3. Lately, I'm becoming more cynical, negative, and/or angry.
- ___ 4. I have more headaches (or backaches, or other physical symptoms) than usual.
- ___ 5. Often I feel hopeless, like "who cares?"
- ___ 6. More and more, I dread getting started at work each day.
- ___ 7. I take tranquilizers more now just to cope with everyday stress.
- ___ 8. My energy level is not what it used to be. I am tired all the time.
- ___ 9. I feel a lot of pressure and responsibility at work these days.
- ___ 10. I'm thinking more about changing jobs.
- ___ 11. My memory is not as good as it used to be.
- ___ 12. I don't seem to concentrate or pay attention like I did in the past.
- ___ 13. I don't sleep as well.
- ___ 14. My appetite is decreased these days (or, I can't seem to stop eating).
- ___ 15. I feel unfulfilled and disillusioned.
- ___ 16. I'm not as enthusiastic as I was a year or two ago.
- ___ 17. I feel like a failure at work. All the work I've done hasn't been worth it.
- ___ 18. It is increasingly harder to deal with people's problems.
- ___ 19. I can't seem to make decisions as easily as I use to.
- ___ 20. I find I'm doing fewer things at work that I like or do well.
- ___ 21. I often tell myself "*Why bother, it doesn't really matter anyway*".
- ___ 22. My work gives me very little or no joy.
- ___ 23. I feel helpless, as if I can't see any way out of my problem.
- ___ 24. I think my present position has just about come to a dead end.

Score under 25 - Celebrate! You likely have good job satisfaction.

Score over 40 - Make some changes. You could be in overload, and moving toward burnout.

Score over 80 - Be careful. You may be suffering from burnout. Consider contacting a Member Care consultant, your team leader, or supervisor.