

Burnout Self-Test

Checking Yourself for Burnout

Burnout occurs when passionate, committed people become deeply disillusioned with a job or career from which they have previously derived much of their identity and meaning. It comes as the things that inspire passion and enthusiasm are stripped away, and tedious or unpleasant things crowd in.

This tool can help you check yourself for burnout. It helps you look at the way you feel about your job and your experiences at work, so that you can get a feel for whether you are at risk of burnout.

Self-Assessment Questions

For each of the 15 statements below, pick the answer that best describes you from:

Not at All, Rarely, Sometimes, Often, Very Often.

Answer questions as you actually are (rather than how you think you should be), and don't worry if some questions seem to score in the "wrong direction." When you are finished, use the mark sheet to work out your score. Then read the guidance that follows.

Burnout Self-Test



1. I feel run down and drained of physical or emotional energy. FILL IN SCORE 3
- | | | | | |
|----------------|------------|---------------|-----------|----------------|
| Not at All = 1 | Rarely = 2 | Sometimes = 3 | Often = 4 | Very Often = 5 |
|----------------|------------|---------------|-----------|----------------|
2. I have negative thoughts about my job. 3
- | | | | | |
|----------------|------------|---------------|-----------|----------------|
| Not at All = 1 | Rarely = 2 | Sometimes = 3 | Often = 4 | Very Often = 5 |
|----------------|------------|---------------|-----------|----------------|
3. I am harder and less sympathetic with people than perhaps they deserve. 2
- | | | | | |
|----------------|------------|---------------|-----------|----------------|
| Not at All = 1 | Rarely = 2 | Sometimes = 3 | Often = 4 | Very Often = 5 |
|----------------|------------|---------------|-----------|----------------|
4. I am easily irritated by small problems, or by my co-workers and team. 3
- | | | | | |
|----------------|------------|---------------|-----------|----------------|
| Not at All = 1 | Rarely = 2 | Sometimes = 3 | Often = 4 | Very Often = 5 |
|----------------|------------|---------------|-----------|----------------|
5. I feel misunderstood or unappreciated by my co-workers. 2
- | | | | | |
|----------------|------------|---------------|-----------|----------------|
| Not at All = 1 | Rarely = 2 | Sometimes = 3 | Often = 4 | Very Often = 5 |
|----------------|------------|---------------|-----------|----------------|
6. I feel that I have no one to talk to. 3
- | | | | | |
|----------------|------------|---------------|-----------|----------------|
| Not at All = 1 | Rarely = 2 | Sometimes = 3 | Often = 4 | Very Often = 5 |
|----------------|------------|---------------|-----------|----------------|
7. I feel that I am achieving less than I should. 4
- | | | | | |
|----------------|------------|---------------|-----------|----------------|
| Not at All = 1 | Rarely = 2 | Sometimes = 3 | Often = 4 | Very Often = 5 |
|----------------|------------|---------------|-----------|----------------|
8. I feel under an unpleasant level of pressure to succeed. 1
- | | | | | |
|----------------|------------|---------------|-----------|----------------|
| Not at All = 1 | Rarely = 2 | Sometimes = 3 | Often = 4 | Very Often = 5 |
|----------------|------------|---------------|-----------|----------------|
9. I feel that I am not getting what I want out of my job. 2
- | | | | | |
|----------------|------------|---------------|-----------|----------------|
| Not at All = 1 | Rarely = 2 | Sometimes = 3 | Often = 4 | Very Often = 5 |
|----------------|------------|---------------|-----------|----------------|

10. I feel that I am in the wrong organization or the wrong profession. 1

| | | | | |
|----------------|------------|---------------|-----------|----------------|
| Not at All = 1 | Rarely = 2 | Sometimes = 3 | Often = 4 | Very Often = 5 |
|----------------|------------|---------------|-----------|----------------|

11. I am frustrated with parts of my job. 3

| | | | | |
|----------------|------------|---------------|-----------|----------------|
| Not at All = 1 | Rarely = 2 | Sometimes = 3 | Often = 4 | Very Often = 5 |
|----------------|------------|---------------|-----------|----------------|

12. I feel that organizational politics or bureaucracy frustrate my ability to do a good job. 3

| | | | | |
|----------------|------------|---------------|-----------|----------------|
| Not at All = 1 | Rarely = 2 | Sometimes = 3 | Often = 4 | Very Often = 5 |
|----------------|------------|---------------|-----------|----------------|

13. I feel that there is more work to do than I practically have the ability to do. 3

| | | | | |
|----------------|------------|---------------|-----------|----------------|
| Not at All = 1 | Rarely = 2 | Sometimes = 3 | Often = 4 | Very Often = 5 |
|----------------|------------|---------------|-----------|----------------|

14. I feel that I do not have time to do many of the things that are important to doing a good quality job. 2

| | | | | |
|----------------|------------|---------------|-----------|----------------|
| Not at All = 1 | Rarely = 2 | Sometimes = 3 | Often = 4 | Very Often = 5 |
|----------------|------------|---------------|-----------|----------------|

15. I find that I do not have time to plan as much as I would like to. 4

| | | | | |
|----------------|------------|---------------|-----------|----------------|
| Not at All = 1 | Rarely = 2 | Sometimes = 3 | Often = 4 | Very Often = 5 |
|----------------|------------|---------------|-----------|----------------|

TOTAL SCORE 36

Score Interpretation

| Score | Comment |
|-------|--|
| 15-18 | No sign of burnout here. |
| 19-32 | Little sign of burnout here, unless some factors are particularly severe. |
| 34-49 | Be careful – you may be at risk of burnout, particularly if several scores are high. |
| 50-59 | You are at severe risk of burnout – do something about this urgently. |
| 60-75 | You are at very severe risk of burnout – do something about this urgently. |

Note:

This tool uses an informal approach to assessing burnout. While it may be intuitively useful, it has not been validated through controlled scientific tests and must therefore not be used as a diagnostic technique. Please, therefore, interpret the results with common sense. Also, make allowances for any recent events that may have a disproportionate influence on your mood at the time you take the test!

Warning:

Stress can cause severe health problems and, in extreme cases, death. While these stress management techniques have been shown to have a positive effect on reducing stress, they are for guidance only, and readers should take the advice of suitably qualified health professionals if they have any concerns over stress-related illnesses or if stress is causing significant or persistent unhappiness. Health professionals should also be consulted before any major change in diet or levels of exercise.

Notes: