BURNOUT QUESTIONNAIRE

Rate each of the 28 questions according to the following scale:
1 = never/no change  2 = rarely  3 = sometimes  4 = often  5 = always/much change

Do you:

____ 1. Worry at night, have trouble falling asleep or staying asleep?
____ 2. Feel less competent/effective than before or work harder yet accomplish less?
____ 3. Consider yourself unappreciated or “used” on the job?
____ 4. Feel tired/fatigued rather than energetic even when you get enough sleep?
____ 5. Dread going to work or feel trapped in your job situation?
____ 6. Feel angry, irritated, annoyed, or disappointed in people around you?
____ 7. Suffer from physical complaints or frequent illness (headaches, stomach/back/neck aches, colds)?
____ 8. Feel overwhelmed?
____ 9. Think that sex seems like more trouble than it’s worth?
____ 10. See close friends and family less often?

Are you:

____ 11. More forgetful (about appointments, deadlines, personal possessions) or disassociated than usual?
____ 12. Always watching the clock?
____ 13. Avoiding conversation with co-workers or isolating from people in general?
____ 14. Rigidly applying rules without considering more creative solutions?
____ 15. Increasing your use of alcohol or drugs?
____ 16. Easily or automatically expressing negative attitudes especially to changes?
____ 17. Absent, out sick more often, or while at work?
____ 18. Unable to laugh at a joke about yourself or have difficulty finding joy?
____ 19. Experiencing interpersonal conflict with co-workers/family?
____ 20. Too busy to do ordinary things (making phone calls, reading, calling/contacting family or friends)?

Does your job:

____ 21. Seem meaningless or filled with too many repetitive situations?
____ 22. Pay too little?
____ 23. Lack access to a social-professional support group?
____ 24. Depend on capricious funding sources or not have enough funds to accomplish agency goals?
____ 25. Lack clear guidelines or require you to deal with rapid program changes?
____ 26. Entail so many different tasks that you feel fragmented?
____ 27. Demand coping with an angry public?
____ 28. Overload you with work, demand long shifts and frequent overtime or deny you breaks/self-monitored time-outs, lunch time, sick leave, or vacation?

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