

Instructions:

This burnout quiz has a series of statements that involve people's experiences related to their work and how their work is affecting them. Be sure to answer honestly, but do not spend too much time dwelling on any one question. There are no right or wrong answers. Respond to each statement by writing the number from the scale below, which you think or feel most accurately describes your current experience, that is, how you usually feel.

1 = Never 2 = Rarely 3 = Sometimes 4 = Often 5 = Always

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? _____

Now total up all your scores for the above to get your burnout score.

Your score: _____

Reference: Post, M. (1981). Public Welfare, Vol. 39, No. 1, American Public Welfare Association.

**Burnout Quiz Scores
What Your Score Means**

Total Score	Meaning
28–38	You appear mellow, with almost no job stress and seem practically burnout-proof.
38–50	You express a low amount of job-related stress and seem unlikely to burn out. Look over the questions for which you scored a 3 or above. Think about ways you can reduce the stresses involved. If you need guidance about this, do get in touch.
51 –70	You seem to be under a moderate amount of stress on the job and have a fair chance of burning out. Look over the question (s) on which you scored a 4 or above. Think about ways you can reduce the stresses involved. If possible, take action to improve those things that trouble you most. If you need help with this, do get in touch.
71 –90	You express a high amount of job-related stress and may have begun to burn out. Mark each question on which you scored a 4 or above and rank them in order of their effect on you—beginning with the ones that bother you most. For at least your top three, make a list of ways you can reduce the stresses and take action to improve your attitude and/or situation if you can. If you find this challenging, do get in touch. If your body is reflecting this stress, do get a medical check-up with your health care provider.
91 & Above	You seem to be under a dangerous amount of stress and are probably nearing an advanced stage of burnout. Without some changes in your behaviours, attitude, and job situation your potential for succumbing to stress-related illness is high. Don't let a high score alarm you, but do pay attention to it! Evaluate your professional and personal support system. Know your limits, and honour them. Learn how to ask for help when you need it, and to delegate. Identify ways to reduce your stress if you can and contact your health-care provider. You may want to consider my well-being coaching programme too or seek other professional help.

No matter how far along it is, burnout IS reversible.

*If you are experiencing stress or burnout and want to discuss your situation with an experienced professional, you can book a **FREE, confidential 15-minute call with me**. Visit <https://www.thecompassiondoctor.com/free-chat/> to find out more.*