

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: _____