



# Burnout Self-Assessment



This is a quick assessment to help you think if work 'burnout' might be a particular issue for you.

Please tick the appropriate response (never, sometimes, often, always) thinking of how you have been feeling during the last month or two, in both work situations and more widely too:

Thinking of how I feel:		Never	Sometimes	Often	Always
1.	I am emotionally and physically exhausted	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2.	My values are not reflected in my work or workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3.	I feel anxious	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4.	I am distant from others at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5.	I am not doing my work well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6.	I am cynical about my organisation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7.	I am sad for long periods of time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8.	I feel unmotivated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9.	I am overwhelmed by, and unable to control, my workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10.	I feel unsupported by others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>TOTAL</b>					
<b>GRAND TOTAL</b>					

## **Scoring**

Please allocate:

1 point for Never

2 For Sometimes

3 For Often

4 for Always

## **Interpretation**

10-19: You are probably fine.

20-29: Think about it: read, reflect, seek support

30-40: Act now – seek help on stress and possible symptoms of burnout

Even if your total score was low, it will probably be helpful for you to look into any particular areas in which you scored a 3 or 4.

## **Further Reading**

This is based on the work of Steve Bagi (consulting psychologist), reference :

Bagi, S. When Leaders Burn Out: The causes, costs and prevention of burnout amongst leaders (in press, 2013). In Normore, A.H., & Erbe, N. (Eds.), *Collective efficacy: Interdisciplinary perspectives on international leadership* Bingley, UK: Emerald Group Publishing Limited.

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