

Job Burnout Inventory (self- screening)

(Answer the following 20 questions honestly. Mark your answers on the paper, then follow the instruction in the end of the self-test.)

1. **My work is characterized by intense pressure and deadlines on the job.**

Disagree 1 2 3 4 5 6 7 8 9 10 Agree

2. **No matter what I do, things on the job don't seem to get any better.**

Disagree 1 2 3 4 5 6 7 8 9 10 Agree

3. **I feel "emotionally" drained on my job.**

Disagree 1 2 3 4 5 6 7 8 9 10 Agree

4. **I feel "defeated", like I'm up against a brick wall.**

Disagree 1 2 3 4 5 6 7 8 9 10 Agree

5. **I feel I give more than I get in return.**

Disagree 1 2 3 4 5 6 7 8 9 10 Agree

6. **I feel a sense of isolation from my peers, coworkers, etc.**

Disagree 1 2 3 4 5 6 7 8 9 10 Agree

7. **I do not have sufficient time or resources to do my job.**

Disagree 1 2 3 4 5 6 7 8 9 10 Agree

8. **I frequently experience conflicting demands.**

Disagree 1 2 3 4 5 6 7 8 9 10 Agree

9. **Efforts to make progress at my job are fruitless.**

Disagree 1 2 3 4 5 6 7 8 9 10 Agree

10. I am tired of trying.

Disagree 1 2 3 4 5 6 7 8 9 10 Agree

11. I no longer have enough time to attend to my family or personal needs.

Disagree 1 2 3 4 5 6 7 8 9 10 Agree

12. My organization limits the options available to express and share dissatisfaction on my job.

Disagree 1 2 3 4 5 6 7 8 9 10 Agree

13. My workload is impossible to catch up.

Disagree 1 2 3 4 5 6 7 8 9 10 Agree

14. My job is such that I can effect little change in the situation.

Disagree 1 2 3 4 5 6 7 8 9 10 Agree

15. I do not trust my colleagues.

Disagree 1 2 3 4 5 6 7 8 9 10 Agree

16. I get no recognition for work well done.

Disagree 1 2 3 4 5 6 7 8 9 10 Agree

17. I have too much *or* too little contact with people.

Disagree 1 2 3 4 5 6 7 8 9 10 Agree

18. I worry about losing my job.

Disagree 1 2 3 4 5 6 7 8 9 10 Agree

19. Recently, I have not been as healthy as usual.

Disagree 1 2 3 4 5 6 7 8 9 10 Agree

20. Temporarily removing myself from the job seems to resolve my feelings.

Disagree 1 2 3 4 5 6 7 8 9 10 Agree

Job Burnout Inventory Score Interpretation

Your score: ___/200 (add up the numbers of all your answers, the sum is your ~ score!)

0 - 30

Don't worry, you're happy. A low score is a good score - and you appear to be taking stress comfortably in your stride. Everyone has stress in their lives but you manage it well and balance your life nicely. You don't get rattled easily and you accept the speed-bumps that you encounter on your road of life.

31 - 90

Monitor your situation - take action if things worsen. No need to be alarmed, but you could afford to take a moment of quiet reflection from time to time to consider whether the stressors in your life are becoming more or less difficult for you to handle. There are emerging signals that you need to monitor and control the level of stress you experience and your reaction to pressure, deadlines, disappointments and the general load in your life.

91 - 130

Yellow light - You are trending towards burn-out. The pace of your life is becoming hotter than is comfortable for you. It is time to pause, establish priorities and remove some of the most painful stressors. Check your health, your life goals, the balance between work and play, your support system (family, friends and social network), the integrity of the work you do and the pace that you maintain in doing it.

131 -

Red light - stop before life delivers a serious wake-up call to you. Seek professional advice to avoid losing control. You are showing signs that suggest you need to take a break and reassess your life and work. You are under extreme pressure and have been for some time. There are limits to the physical and mental tolerance levels in every individual and the trick is to pay attention to the signals when they appear. It is time for you to consult with your family and with your professional advisors to obtain their input and then decide on the future direction of your life.