

## Are you showing signs of burnout?

Source: Headington Institute

Please note that this scale is not a clinical diagnostic instrument and is provided for educational purposes. It merely identifies some of the more common symptoms of burnout. If you have any concerns about your state of emotional health, you should consult with a mental health professional.

**Instructions:** In the last month, how often has the following been true for you?  
For each question, write the number that fits your reality on the line before the question.

0      1      2      3      4  
Never / Seldom / Sometimes / Often / Always

- |   |  |
|---|--|
| _____ 1. I feel tired or sluggish much of the time, even when I'm getting enough sleep.                                       | _____ 14. At work, I consistently fall short of expectations that I have for myself, or that others have for me. I'm less efficient than I feel I should be. |
| _____ 2. I find that I am easily annoyed by other people's demands and stories about their daily activities.                  | _____ 15. I've been eating more (or less), smoking more cigarettes, or using more alcohol or drugs.  |
| _____ 3. I feel detached, and like I don't really care about the problems and needs of other people.                          | _____ 16. I feel like I can't solve the problems assigned to me at work.   |
| _____ 4. I am having more and more trouble being interested in my work.   | _____ 17. I feel like my work is insignificant and doesn't really make a difference.   |
| _____ 5. I feel sad.  | _____ 18. I feel "used" and unappreciated at work.   |
| _____ 6. I have become absent-minded. I forget appointments, deadlines and personal possessions.                              | _____ 19. I get easily frustrated and irritable over small inconveniences.   |
| _____ 7. I find myself avoiding people and don't even enjoy being around close friends and family members.                    | _____ 20. I have trouble concentrating and completing tasks at work.   |
| _____ 8. I feel drained, and even routine activities feel like an effort.   | _____ 21. I feel like I have too much (or too little) to do at work.   |
| _____ 9. I've been experiencing physical problems like stomachaches, headaches, lingering colds, and general aches and pains. | _____ 22. I work long hours (more than ten a day) or do not have at least one day off work each week.  |
| _____ 10. I have sleeping problems (e.g., trouble falling asleep, trouble staying asleep, trouble waking up, nightmares, etc) | _____ 23. I find myself involved with conflicts with coworkers or family members.  |
| _____ 11. I have difficulty making decisions.   | _____ 24. I have trouble caring about whether I complete my work or do it well.  |
| _____ 12. I feel burdened by responsibilities and pressures.  | _____ 25. I feel like my supervisor and coworkers are largely incompetent and not doing their jobs well.   |
| _____ 13. I have little enthusiasm for work and when I think about my work my feelings are mostly negative.                   |  |

TOTAL SCORE: \_\_\_\_\_

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### **Interpretation guidelines**

**0-25:** A score in this range suggests that you're probably in good shape and experiencing little burnout.

**26-50:** A score in this range suggests that you may be experiencing low to moderate degree of burnout.

**51-75:** A score in this range suggests you may be experiencing moderate to high degree of burnout.

**76-100:** A score in this range suggests that you may be experiencing a very high degree of burnout.