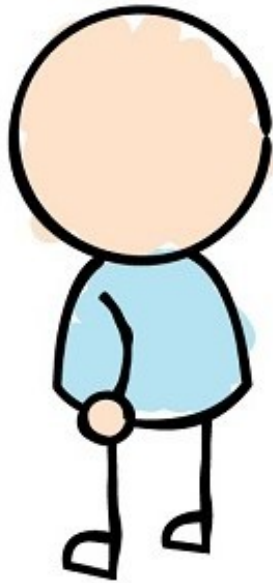
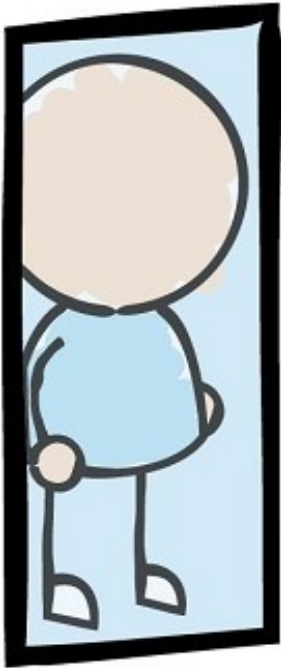




Burnout Risk Self Reflection Questions



Burnout is a distinct type of stress at work. It is characterized as a state of chronic emotional exhaustion coupled with feelings of detachment from your work and doubts about your competence and the value of what you do. Another way to define burnout is by what it is *not*. The opposite of burnout is the experience of joy, vitality and purpose at work. Burnout is the *absence* of these.

Burnout among healthcare professionals is on the rise, affecting their health and quality of life, as well as the quality of care for patients. The organizational cost is also significant as job performance suffers, absenteeism increases and morale and camaraderie deteriorate.

Given these harmful consequences, it is important to know if you are at risk of burnout so that you can take steps to prevent it.

The following 10 questions are a quick-hitting and informal way to think about your risk of burnout. *Note: this is not a validated survey, nor is it a diagnostic tool. The purpose of the questions and scoring system are to prompt greater self-awareness around risks of burnout.*

Are you at risk of burnout? Reflect on the following 10 statements and indicate whether you *AGREE* or *DISAGREE* with each.

1. Most days, I start my workday feeling energized.
2. I leave work most days feeling that I accomplished something worthwhile.
3. I have friends at work.
4. I feel supported at work in career development.
5. I spend at least 20% of my time at work doing work that I find personally fulfilling.
6. I find it stimulating to work with my colleagues.
7. I am operating to the top of my license.
8. My immediate supervisor treats me with respect and dignity.
9. I have the resources I need to do my job.
10. Chaos in my work environment is NOT the norm.



Tally the number of statements you “agreed” with.

8-10

Everyone experiences bad days at work, but based on your responses, it appears that, overall, you are feeling more stimulated and gratified than depleted and drained at work. Take stock of what it is that brings you joy and vitality at work. Seek out opportunities to do more of that! Furthermore, this awareness may be something you can draw on if you begin to experience signs of burnout in the future.

3-7

Your responses suggest you may be at risk of burnout. It is advised that you take some steps to prevent burnout before it becomes overwhelming. Four things you can do include:

- **Practice self-care.** Make sure to get enough sleep. Exercise. Seek out opportunities for social connection and cultivate a rich life outside of work.
- **Practice gratitude.** A recent [study](#) found that healthcare workers who took time twice a week to write down things they were grateful for experienced less stress and depressive symptoms.
- **Reflect on your current situation.** First, consider the circumstances under which you have responded to these questions. If you have a big deadline looming or just had a particularly challenging, out-of-the-norm interaction with a patient, your responses may be disproportionately influenced by these recent events. In addition, though, spend some time inventorying the aspects of your work that invigorate you and what aspects may deplete you. Consider ways you can maximize the amount of time doing the former and limiting your exposures to the latter.
- **Seek out support.** Being in a caring profession can be emotionally taxing. Whether it be from friends and family, a professional mentor or colleague, or through your organization’s EAP, it is important to carve out space to get the support you need when work responsibilities start weighing heavily on you and creating ripple effects in other areas of your life. Isolation and suffering in silence will only accelerate the onset of burnout.

0-2

Your responses suggest that you are feeling depleted and drained at work, which may be compromising your ability to successfully function at a professional and/or personal level. Consider talking to someone – a trusted friend or a professional -- who can help identify self-care and coping strategies, as well as support you in better understanding what is fueling your feelings of burnout and guide you in taking stock of your capacity to introduce changes in your life to restore a sense of balance.