



Burn Out Inventory

Adapted from a Burn-Out Inventory developed by Roy M. Oswald, The Alban Institute, Inc.

1. The extent to which I am feeling negative or cynical about the people with whom I work (despairing of their ability to change and grow)

	1	2	3	4	5	6	
Optimistic about people I serve							Cynical about people I serve

2. The extent to which I have enthusiasm for my work (I enjoy my work and look forward to it regularly).

	1	2	3	4	5	6	
High internal energy for my work							Loss of enthusiasm for my job

3. The extent to which I invest myself emotionally in my work in the environment in which I am working

	1	2	3	4	5	6	
Highly invested Emotionally							Withdrawn and detached

4. The extent to which fatigue and irritation are part of my daily experience

	1	2	3	4	5	6	
Cheerfulness, high energy much of the time							Tired and irritated much of the time

5. The extent to which my humor has a cynical, biting tone

	1	2	3	4	5	6	
Humor reflects a positive joyful attitude							Humor cynical and sarcastic

6. The extent to which I find myself spending less and less time with the people I am serving

	1	2	3	4	5	6	
Eager to be involved							Increasing withdrawal

7. The extent to which I am becoming less flexible in my dealings with the people I serve

	1	2	3	4	5	6	
Remaining open and flexible with the needs and wants of the people I serve							Becoming more fixed and more rigid in dealing with people I serve

8. The extent to which I feel supported in my work

	1	2	3	4	5	6	
Feeling fully supported							Feeling alone and isolated

9. The extent to which I find myself frustrated in my attempts to accomplish tasks important to me

	1	2	3	4	5	6	
Reasonably successful in accomplishing tasks							Mainly frustrated in accomplished tasks

10. The extent to which I am invaded by sadness I can't explain

	1	2	3	4	5	6	
Generally optimistic							Sad much of the time

11. The extent to which I am suffering from physical complaints (e.g., aches, pains, headaches, lingering colds, etc.)

	1	2	3	4	5	6	
Feeling healthy most of the time							Constantly irritated by physical ailments

12. (For married individuals) The extent to which sexual activity seems more trouble than it is worth

	1	2	3	4	5	6	
Sex is a blessing							Sexual activity is just another responsibility

13. The extent to which I blame others for problems I encounter

	1	2	3	4	5	6	
Minimal blaming or scapegoating							Others are usually to blame for the malaise I am feeling

14. The extent to which I feel guilty about what is not happening in the lives I am serving

	1	2	3	4	5	6	
Guilt free							Feeling guilty much of the time

15. The extent to which I am biding my time until retirement or a change in my job

	1	2	3	4	5	6	
Highly engaged in my work							Doing what I have to do to get by

16. The extent to which I feel used up and spent

	1	2	3	4	5	6	
High source of energy for my work							Feeling empty and depleted

Total of numbers circled _____

0-32 Burnout not an issue

33-48 Bordering on burnout

49-64 Burnout a factor in your life

65-80 You are a victim of extreme burnout. Your life needs a radical change so you can regain your vitality.

List experiences you've had within the past 6 months that were encouraging and energizing for you.

- 1.
- 2.
- 3.
- 4.
- 5.

How do they continue to influence you?

List experiences you've had within the past 6 months that were discouraging for you?

- 1.
- 2.
- 3.
- 4.
- 5.

How do they continue to influence you?

How could you leverage the positive as well as decrease the negative effects that you listed above?