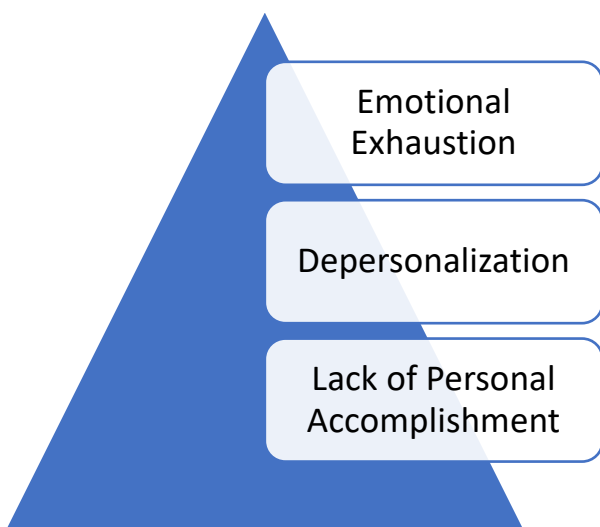


BANISHING BURNOUT: CREATING, CULTIVATING, AND CONNECTING

Burnout: “The Person who burns out is unable to successfully deal with the chronic emotional stress of the job, and this failure to cope can be manifested in a number of ways including low morale, impaired performance, absenteeism, and high turnovers” (Loyd & King, 2004, p. 753).

Components of Burnout

Personal Defense: Cultivating Rhythms



(Maslach, Jackson & Leiter)

1. Practice Gratitude
2. Exercise
3. Healthy Diet
4. Sleep
5. Competence & Confidence
6. Social Support
7. Positive Lens
8. Nurture Purpose
9. Anchor in Truth

Protective Leadership: Creating Cultures of Awareness and Health

1. Workload_____
2. Community_____
3. Reward_____
4. Fairness_____
5. Personal Control_____
6. Values_____

Recovering From Burnout: Resilient Connections

1. Practice Self-Assessment_____
2. Balance Work Expectations_____
3. Assess Personal Expectations_____
4. Process and Learn from your Emotions_____
5. Lean into your friends and Family as relational support_____

BANISHING BURNOUT: CREATING, CULTIVATING, AND CONNECTING



Headington
Institute

ARE YOU SHOWING SIGNS OF BURNOUT?

Source: Headington Institute

Please note: 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?

Write the number that fits your reality on the line before each question.

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

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

TOTAL SCORE: _____

ARE YOU SHOWING SIGNS OF BURNOUT?

Source: Headington Institute

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 that 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.