

Red-hot Burnout Assessment for Those who Want to Become Leaders

Although you feel that you are ready to be a leader in your organization, you may be experiencing burnout. To assess your level of burnout, rate how strongly each statement sounds like you and how you feel about your role by reviewing each statement below and placing a check mark in the appropriate box.

Burnout Statements	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly
1. I have been experiencing more and more staff conflicts recently.				
2. I have to manage relationships with other employees I never worked with before.				
3. I do not share similar workplace values with those I work with.				
4. I work with people who are experiencing burnout.				
5. My employer is not accessible or transparent.				
6. My agency/organization does not offer new employee, low performing, or high performing mentoring programs.				
7. My job lacks family-friendly policies.				
8. I do not have the resources I need to do my job well.				
9. I am dissatisfied with my agency/organization's goals.				
10. I was never given a workplace code of ethics.				
11. I was inadequately trained for my position.				
12. I am not offered learning opportunities on the job.				
13. I am not paid enough for all the work that I do.				
14. My workplace is not culturally respectful.				
15. I find it difficult to deal with all of the bureaucratic red tape at my agency/organization.				
16. My workplace has downsized.				
17. I am unprepared for rapid workplace changes.				
18. I do not feel safe while at work.				
19. I do not have job security.				
20. My supervisor does not create a sense of teamwork.				
21. I do not get positive feedback from my supervisor.				
22. My supervisor talks more then he/she listens.				
23. My supervisor shows favoritism.				
24. I have little or no supervision.				
25. My supervisor does not recognize my strengths.				
26. My supervisor has unreasonable expectations.				
27. My supervisor is critical.				
28. I do not feel as though I am accomplishing my goals.				
29. I have little or no control over my job.				

Burnout Statements (Cont.)	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly
30. I do not have a balanced workload.				
31. I experience many interruptions throughout my day.				
32. I have infrequent breaks while I work long hours.				
33. My ideas about how much I can do have reduced.				
34. I have no input in decision-making.				
35. I feel unappreciated for the work I do.				
36. I have to work with difficult individuals.				
37. I feel like I am caught in the middle.				
38. The time pressures are getting to me.				
39. I take on many new tasks while still doing old ones.				
40. I have a draining commute.				
41. I get angry over the smallest things at work.				
42. I am getting headaches and/or stomachaches lately.				
43. I feel mentally exhausted by the end of the day.				
44. I take out my job frustration in my private life.				
45. I have called in sick when I wasn't as I did not want to work on a specific project or help a particular person.				
46. The fact that there is a big consequence for failure (law suit, death) is getting to me.				
47. I do not feel motivated to be productive.				
48. I am using alcohol or drugs to cope.				
49. I am becoming more inflexible in my thinking.				
50. I am not enthusiastic about my work.				
51. I have not set healthy workplace boundaries.				
52. I do not know how to stop being a workaholic.				
53. My work is not meaningful.				
54. I am losing my sense of humor.				
55. I have become cynical.				
56. I usually do not want to socialize.				
57. I am seldom kind to myself.				
58. I am non-engaged in the workplace.				
59. I am not a good fit for the job.				
60. I feel detached from my job.				

Interpretation Consider the number of statements checked in each column. The more checks placed in “agree somewhat” and “agree strongly,” the greater the likelihood that you may be experiencing some level of non-engagement and burnout, which hinders your leadership abilities.

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