

Occupational Exhaustion Burnout Index

How frequently do the following statements apply to you?

0= Never

1= A few times a year

2= Once a month

3= Several times a month

4= Once a week

5= Several times a week

6= Daily

	Score
I feel emotionally exhausted because of my work	
I feel worn out at the end of a working day	
I feel tired as soon as I get up in the morning and see a new working day stretched out in front of me	
Working with people the whole day is stressful for me	
I feel burned out because of my work	
I feel frustrated by my work	
I get the feeling that I work too hard	
Being in direct contact with people at work is too stressful	
I feel as if I'm at my wits' end	
Total	

Depersonalization/ Loss of Empathy Index

How frequently do the following statements apply to you?

0= Never

1= A few times a year

2= Once a month

3= Several times a month

4= Once a week

5= Several times a week

6= Daily

	Score
I get the feeling that I treat some clients/ colleagues impersonally, as if they were objects	
I have become more callous to people since I started doing this job	
I'm afraid that my work makes me emotionally harder	
I'm not really interested in what is going on with many of my colleagues	
I have the feeling that my colleagues blame me for some of their problems	
Total	

Personal Accomplishment Index

How frequently do the following statements apply to you?

0= Never

1= A few times a year

2= Once a month

3= Several times a month

4= Once a week

5= Several times a week

6= Daily

	Score
I can easily understand the actions of my colleagues/ supervisors	
I deal with other people's problems successfully	
I feel that I influence other people positively through my work	
I feel full of energy	
I find it easy to build a relaxed atmosphere in my working environment	
I feel stimulated when I have been working closely with my colleagues	
I have achieved many rewarding objectives in my work	
In my work I am very relaxed when dealing with emotional problems	
Total	

Occupational Exhaustion Score Results

<17	18-29	>30
Low	Moderate	High

- High scores indicate classic “burnout” and employees would often notice improvements during a leave from work.

Depersonalization/ Loss of Empathy Score Results

<5	6-11	>12
Low	Moderate	High

- Loss of empathy and cynicism.

Personal Accomplishment Score Results

<33	34-39	>40
Low	Moderate	High

- Having a high personal accomplishment score is protective.

*Individuals who score high for occupational exhaustion and depersonalization and low for personal accomplishments (highlighted red) have significant risk for burnout, poor job satisfaction, and altering of career plans without intervention.