

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.