

Burnout

Do you feel stuck at work?

Burnout, a state of severe mental and emotional exhaustion most often caused by work-related stress, can lead to depression or anxiety, strained relationships, and even physical health problems. This test can help you determine if you're showing signs of burnout.

01 Key points

- Burnout is, first and foremost, an occupational phenomenon, not a mental health condition.
- In treating burnout, we need to distinguish in a clear-eyed way between what we can and cannot control. (note below)

A survey of 7,500 full-time employees by Gallup established the top five reasons for burnout:

■ Unfair treatment at work

■ Unmanageable workload

■ Lack of role clarity

■ Lack of communication and support from their manager

■ Unreasonable time pressure

One may like to evaluate a few other tests, notably:

■ Self-compassion

■ Self-esteem

■ Revisit the stakeholder wheel (look at our map of our stakeholders)

■ Fixed-growth mindset

■ Understand what strengths we have to support us

■ Self-motivation

■ Flourishing wheel

I cannot control



NOTES

02 Exercise

Using the key below, answer the questions based on how strongly you agree or disagree with the statement.

SCORED ON A FIVE-POINT SCALE

1	2	3	4	5
STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE

NB** Please remember to reverse the scores on the following questions: 7,9,10,19 (i.e., 1 = 5, 2 = 4, 3 = 3, 4 = 2, 5 = 1)

1. I dread going to work each day.

2. I often don't really care what happens to my colleagues or customers

3. I feel dissatisfied with my job more often than not.

4. Starting a new project often feels pointless.

5. No matter how hard I work, I don't feel appreciated

6. Having to interact with people at my job just feels like a burden

7.** The work I do makes a real difference in the world.

8. At the end of the workday, I usually feel completely drained.

9.** I'm proud of what I've accomplished over the course of my career.

10.** Even when work is tough, I'm able to stay upbeat

1

STRONGLY
DISAGREE

2

DISAGREE

3

NEUTRAL

4

AGREE

5

STRONGLY
AGREE

NB** Please remember to reverse the scores on the following questions: 7,9,10,19 (i.e., 1 = 5, 2 = 4, 3 = 3, 4 = 2, 5 = 1)

11. I often feel incapable of handling the tasks required by my job.

12. It's hard to be there for my loved ones because I'm so drained by work.

13. I'm often dissatisfied with the quality of my work but don't have the energy to improve it.

14. The frustrations of my job have turned me into a cynical person.

15. Whenever anyone asks me about my job, all I can do is complain.

16. Being asked to take on a new task fills me with dread.

17. The pressures of my job feel impossible to manage.

18. I often feel like a robot, doing my job without thought.

19.** I have control over how I spend my time at work

20. I quickly feel overwhelmed when a new problem comes up at work.

Total

Score bands

SCORE

COMMENT

20-33

Not burned out

34-49

Few signs of burnout

50-70

Some signs of burnout

71-86

Many signs of burnout

87-100

Highly burned out