**Helping Professionals Burnout Inventory**

Edited and adapted from the *Clergy Burnout Inventory* by Roy M. Oswald

The Alban Institute, Inc. (Adapted by Linda S. Slabon, LCSW, M.Div)

Over the years this burnout rating scale has been revised many times. Although simple, it accurately identifies those experiencing burnout. Rate yourself on the 16 questions and then total the numbers circled.

1. The extent to which I am feeling negative or cynical about the people with whom I work (despairing of their ability to change and grow).

1 2 3 4 5 6

Optimistic Cynical

1. The extent to which I have enthusiasm for my work. (I enjoy my work and look forward to it regularly.)

1 2 3 4 5 6

High internal energy Loss of enthusiasm for my job

for my work

1. The extent to which I invest myself emotionally in my work.

1 2 3 4 5 6

Highly invested Withdrawn and detached

emotionally

1. The extent to which fatigue and irritation are part of my daily experience.

1 2 3 4 5 6

Cheerfulness, high energy Tired and irritated much of the time

much of the time

1. The extent to which my humor has a cynical, biting tone to it.

1 2 3 4 5 6

Humor reflects a positive, Humor cynical and sarcastic

joyful attitude

1. The extent to which I find myself spending less and less time with my clients, patients, parishioners, or colleagues.

1 2 3 4 5 6

Eagerly anticipate time Seek increasing withdrawal from

spent with people clients/patients/parishioners/colleagues

1. The extent to which I am becoming less flexible and more rigid in my

dealings.

1 2 3 4 5 6

Remaining open and flexible Becoming more fixed and rigid

with others needs and wants in my dealings

1. The extent to which I feel supported in my work.

1 2 3 4 5 6

Feeling fully supported Feeling alone and isolated

1. The extent to which I find myself frustrated in my attempts to accomplish tasks important to me.

1 2 3 4 5 6

Reasonably successful Mainly frustrated in accomplishing tasks

in accomplishing tasks

1. The extent to which I am invaded by sadness I can’t explain.

1 2 3 4 5 6

Joyful most of the time Sad much of the time

1. The extent to which I am suffering from physical complaints (i.e. aches, pains, headaches, lingering colds, etc.).

1 2 3 4 5 6

Feeling healthy most Constantly irritated by physical ailments

of the time

1. The extent to which sexual activity seems more trouble then it’s worth.

1 2 3 4 5 6

Sex is a high Sexual activity is just another responsibility

1. The extent to which I blame others for problems I encounter.

1 2 3 4 5 6

Minimum blaming or Others are usually to blame for the malaise

Scapegoating I’m feeling

1. The extent to which I feel guilty about what is not happening or what is not being accomplished.

1 2 3 4 5 6

Guilt free Feeling guilty much of the time

1. The extent to which I am biding my time until retirement or a change.

1 2 3 4 5 6

Highly engage in my work Doing what I have to do to get by

1. The extent to which I feel used up and spent.

1 2 3 4 5 6

High source of energy Feeling empty and depleted

for my work

Total Number circled:

* 1. Burnout not an issue
  2. Bordering on burnout
  3. Burnout is a factor of your life

65-80 You are a victim of extreme burnout. A radical intervention into your life is necessary if you are to regain control of your health and vitality. Please take this condition seriously.