

Burnout Potential Inventory Checklist

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How often do these situations bother you at work?

Use the following rating scale, then add up your points when you're done.

(Rarely) 1 - 2 - 3 - 4 - 5 - 6 - 7 - 8 - 9 (Constantly)

Powerlessness

- ☐ 1. I can't solve the problems assigned to me.
- ☐ 2. I am trapped in my job with no options.
- ☐ 3. I am unable to influence decisions that affect me.
- ☐ 4. I may be laid off and there is nothing I can do.

No Information

- ☐ 5. I am unclear about the responsibilities of my job.
- ☐ 6. I don't have information I need to perform well.
- ☐ 7. People I work with don't understand my role.
- ☐ 8. I don't understand the purpose of my work.

Conflict

- ☐ 9. I am caught in the middle.
- ☐ 10. I must satisfy conflicting demands.
- ☐ 11. I disagree with people at work.
- ☐ 12. I must violate procedures to get my job done.

Poor Team Work

- ☐ 13. Co workers undermine me.
- ☐ 14. Management displays favoritism.
- ☐ 15. Office politics interfere with my doing my job.
- ☐ 16. People compete instead of cooperate.

Overload

- ☐ 17. My job interferes with my personal life.
- ☐ 18. I have too much to do into little time.
- ☐ 19. I must work on my own time.
- ☐ 20. My workload is overwhelming.

Boredom

- ☐ 21. I have too little to do.
- ☐ 22. I am overqualified for the work I actually do.
- ☐ 23. My work is not challenging.
- ☐ 24. The majority of my time is spent on routine tasks.

Poor Feedback

- ☐ 25. I don't know what I'm doing right or wrong.
- ☐ 26. My supervisor doesn't give feedback on my work.
- ☐ 27. I get information too late to act on it.
- ☐ 28. I don't see the results of my work.

Punishment

- ☐ 29. My supervisor is critical.

- ☐ 30. Someone else gets credit for my work.
- ☐ 31. My work is unappreciated.
- ☐ 32. I get blamed for others' mistakes.

Alienation

- ☐ 33. I am isolated from others.
- ☐ 34. I am just a cog in the organizational wheel.
- ☐ 35. I have little in common with people I work with.
- ☐ 36. I avoid telling people where I work or what I do.

Ambiguity

- ☐ 37. The rules are constantly changing.
- ☐ 38. I don't know what is expected of me.
- ☐ 39. There is no relationship between my performance and my success.
- ☐ 40. Priorities I must meet are unclear.

Unrewarding

- ☐ 41. My work is not satisfying.
- ☐ 42. I have few real successes.
- ☐ 43. My career progress is not what I'd hoped.
- ☐ 44. I don't get respect.

Values Conflict

- ☐ 45. I must compromise my values.
- ☐ 46. People disapprove of what I do.
- ☐ 47. I don't believe in the company.
- ☐ 48. My heart is not in my work.

Scoring: Your risk of Burnout

- 48 - 168 Low. Take preventive action.
- 169 - 312 Moderate. Develop a plan to correct problem areas.
- 313 - 432 High. Corrective action is vital.

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