



Burnout Resilience in Challenging Times

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Maslach Burnout Inventory Sample Questions

Rate each on a scale of 1-5: 1 never, 2 rarely, 3 sometimes, 4 often, 5 very often

1. I feel run down and drained of physical or emotional energy.
2. I have negative thoughts about my job.
3. I am harder and less sympathetic with people that perhaps they deserve.
4. I am easily irritated by small problems, or by my co-workers and team.
5. I feel misunderstood or unappreciated by my coworkers.
6. I feel that I have no one to talk to.
7. I feel that I am achieving less than I should.
8. I feel under an unpleasant level of pressure to succeed.
9. I feel that I am not getting what I want out of my job.
10. I feel that I am in the wrong organization or the wrong profession.
11. I am frustrated with parts of my job.
12. I feel that organizational politics or bureaucracy frustrate my ability to do a good job.
13. I feel that there is more work to do than I practically have the ability to do.
14. I feel that I do not have time to do many of the things that are important to doing a good quality job.
15. I find that I do not take the time to plan as much as I would like to.

What number is most common in your responses?

[Add your result to the Google Poll.](#)





Burnout is a syndrome resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions:

- feelings of energy depletion or exhaustion
- increased mental distance, or negative feelings or cynicism related to one's job
- reduced professional efficacy.

Reflection

Consider the definitions and key identifiers of burnout:

- How prevalent do you think faculty burnout might be on your campus?
- How is that burnout manifesting?
- How might that burnout be impacting teaching and learning?

Submit one insight from your breakout here.



Pillars of Burnout Resilience for Faculty

Purpose. What is the purpose that drives you? What aspects of higher ed are most fulfilling and most draining for you? What have you done in your work that you would love to do more of? What legacy would be significant for you to build/leave behind?

Compassion. How do you offer those around you compassion, especially students and colleagues? What compassionate actions do/can you take when you see a colleague suffering? What do you need permission to feel or do to offer compassion? Might compassion fatigue be impacting your work and well-being? How might you treat yourself with self-compassion?

Connection. What workplace-related relationships do you value most? What do you value most about relationships with students? What might you do to lean into those connections now? What connections might you be avoiding or ignoring right now? Why?

Liked	Learned
Lacked	Longed For

Balance. What does balance mean to you? What's the difference between balance and satisfaction in life? What is "good enough," and when is it perfectly reasonable? What about your work gives you energy? Drains you? What about your life outside of work? What is challenging about self-care, and what could you do differently?



Work-Work Balance

- Prioritize activities
- Plan ahead
- Persist with passions
- Partner with others

Levels of Individual Reflection/Action

- Level 1 - Self-Care
 -

- Level 2 - Mindset and Behavioral Change
 -

- Level 3 - Deep Reflection and Life Changes
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Resources

[*Unraveling Faculty Burnout: Pathways to Reckoning and Renewal*](#), Johns Hopkins University Press, 2022

Links to My Latest Writing on Burnout [https://theagileacademic.com/blog/Beating Pandemic Burnout](https://theagileacademic.com/blog/Beating-Pandemic-Burnout) (*Inside Higher Ed*)
[How to Cope with COVID-Related Burnout](#) (*Chronicle*)

[Full Maslach Burnout Inventory for Educators](#) (\$15 for report)