

How to Recognize Patterns of Burnout

Rate each statement on a scale of 0-6

0- Never, 1- A Few Times a Year, 2- Once a Month, 3- A Few Times a Month, 4- Once a Week,
5- A Few Times per Week, 6- Every Day

- Are you having more bad days than good days at work?
- Have your sleep habits changed (either much more or much less sleep than usual)?
- Are you too exhausted to do anything fun or interesting when you're not at work?
- Are you avoiding work, conversations with colleagues, or check-ins with your manager?
- I've been feeling overloaded at work frequently (several times a week)
- I do not feel well physically frequently (several times a week)
- I feel drained and unrewarded frequently (several times a week)
- I frequently (several times a week) find it hard to find the energy to complete my work tasks
- My normal sources of energy are not working anymore
- I frequently (several times a week) feel myself doing less than I previously did
- I have frequently (several times a week) felt detached from my job
- I frequently (several times a week) feel like I made the wrong career choice

Scoring Guide

<22: Low-level Burnout

23-34: Moderate Burnout

>35: High-level Burnout

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Resources:

Cook, A. (2021, September 29). Signs of burnout at work - and what to do about it .BetterUp.

<https://www.betterup.com/blog/signs-of-burnout-at-work>

C. Maslach, S.E. Jackson, M.P. Leiter (Eds.), Maslach Burnout Inventory manual (3rd ed.), Consulting Psychologists Press (1996)

Maslach, C., & Leiter, M. P. (2022). The Burnout Challenge: Managing People's Relationships with Their Jobs. Harvard University Press.