

Residency Program Coordinator's Burnout Self-Test

Instructions: For each question, place the corresponding number in the column that most applies.

Questions	Not At All (1)	Rarely (2)	Sometimes (3)	Often (4)	Very Often (5)
I feel run down and drained of physical or emotional energy.					
I have negative thoughts about my job.					
I am harder and less sympathetic with people than perhaps they deserve.					
I am easily irritated by small problems, or by my faculty, residents or my co-workers.					
I feel misunderstood or unappreciated by my faculty, residents and co-workers.					
I feel that I have no one to talk to.					
I feel that I am achieving less than I should.					
I feel under an unpleasant level of pressure to succeed.					
I feel that I am not getting what I want out of my job.					
I feel that I am in the wrong organization or profession.					
I am frustrated with parts of my job.					
I feel that organizational politics or bureaucracy frustrate my ability to do a good job.					
I feel that there is more work to do than I practically have the ability to do.					
I feel that I do not have time to do many of the things that are important to doing a good quality job.					
I find that I do not have time to plan as much as I want to.					
Total*					

Adapted from MindTools: Essential skills for an excellent career.

*Please see score interpretations/recommendations on page 2.

Score Interpretations/Recommendations

(No matter your score, **pay attention to areas you ranked a 5.**)

15-18:	No sign of burnout.
19-32:	Little sign of burnout
33-49:	At risk of burnout
50-59:	Severe risk of burnout
60-75:	Very severe risk of burnout.

You have taken the first step in restoring your wellness by completing this self-assessment. Now take the next step by taking action!

If you scored between **33 and 49**, you are **at risk for burnout**. Look at your personal wellness; lifestyle changes may be needed, i.e., diet, exercise, etc. Do you have a hobby or some type of outlet to help you “get away” from work?

A score of **50 – 59** indicates a **severe risk of burnout**. Taking time off of work to re-group and reassess the balance between your work life and your personal life is recommended. Seek mentorship. Talk to your Program Director or supervisor! Take at least a week off.

If your score is **60 – 75**, you have a **very severe risk of burnout** and you should seek professional help as quickly as possible.

To be able to care for others, we must first take care of ourselves. So, if your score on this self-assessment indicates that you need help, reach out to your supervisor, your PD, a friend, a fellow AFMA member, or anyone else with whom you feel comfortable talking about these things. You are not alone. There are many of us in the same boat.

This assessment was adapted from MindTools: Essential skills for an excellent career. Burnout Self-Test – https://www.mindtools.com/pages/article/newTCS_08.htm

Special thanks to Michael S. Shapiro, PhD, Licensed Psychologist, Director of Behavioral Medicine, Southern Regional AHEC Family Medicine Residency Program, for his assistance in adapting this assessment, providing recommendations for actions based on scores and most of all, for caring about the well-being of Family Medicine Residency Coordinators!