

Coaching for Physicians

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BURNOUT SELF-TEST–MASLACH BURNOUT INVENTOR(MBI)

The Maslach Burnout Inventory (MBI) is the most commonly used tool to self-assess whether you might be at risk of burnout. To determine the risk of burnout, the MBI explores three components: exhaustion, depersonalization and personal achievement. **While this tool may be useful, it must not be used as a scientific diagnostic technique, regardless of the results. The objective is simply to make you aware that anyone may be at risk of burnout.** Add up your score for each section and compare your results with the scoring results interpretation at the end. This test is modified from an inventory provided by the Association des Médecins Vétérinaires.

Section A: Burnout	Never	Few times a year	Once a month	Few times a month	Once a week	Few times a week	Every day
SCORE	0	1	2	3	4	5	6
I feel emotionally drained by my work.							
Working with people all day long requires a great deal of effort.							
I feel like my work is breaking me down.							
I feel frustrated by my work.							
I feel I work too hard at my job.							
It stresses me too much to work in direct contact with people.							
I feel like I'm at the end of my rope.							
Total score – SECTION A							

Section B: Depersonalization	Never	Few times a year	Once a month	Few times a month	Once a week	Few times a week	Every day
SCORE	0	1	2	3	4	5	6
I feel I look after certain patients impersonally, as if they are objects.							
I feel tired when I get up in the morning & must face another day at work.							
I have the impression that my patients make me responsible for some of their problems.							
I am at the end of my patience at the end of my work day.							
I really don't care about what happens to some of my patients.							
I have become more insensitive to people since I've been working.							
I'm afraid that my job is making me uncaring.							
Total score – SECTION B							

Section C: Personal Achievement	Never	Few times a year	Once a month	Few times a month	Once a week	Few times a week	Every day
SCORE	0	1	2	3	4	5	6
I accomplish many worthwhile things in my job.							
I feel full of energy.							
I am easily able to understand what my patients feel.							
I look after my patients' problems very effectively.							
In my work, I handle emotional problems very calmly.							
Through my work, I feel that I have a positive influence on people.							
I am easily able to create a relaxed atmosphere with my patients.							
I feel refreshed when I have been close to my patients at work.							
Total score – SECTION C							

SCORING RESULTS - INTERPRETATION

Section A: Burnout

Burnout: Testifies to fatigue at the very idea of work, chronic fatigue, trouble sleeping, physical problems. For the MBI, as well as for most authors, “exhaustion would be the key component of the syndrome.” Unlike depression, the problems of burnout usually disappear outside work.

- Total 17 or less: Low-level burnout
- Total between 18 and 29 inclusive: Moderate burnout
- Total over 30: High-level burnout

Section B: Deasonalization

“Depersonalization” (or loss of empathy): Rather a “dehumanization” in intrapersonal relations. The notion of detachment is excessive, leading to cynicism with negative attitudes with regard to patients or colleagues, feeling of guilt, avoidance of social contacts and withdrawing into oneself. The professional blocks the empathy they can show to their patients and/or colleagues.

- Total 5 or less: Low-level burnout
- Total between 6 and 11 inclusive: Moderate burnout
- Total of 12 and greater: High-level burnout

Section C: Personal Achievement

The reduction of personal achievement: The individual assesses himself negative and feels unable to move the situation forward. This component represents the demotivating effects of a difficult, repetitive situation leading to failure despite efforts. The person begins to doubt their genuine abilities to accomplish things. This aspect is a consequence of the first two.

- Total 33 or less: High-level burnout
- Total between 34 and 39 inclusive: Moderate burnout
- Total greater than 40: Low-level burnout

A high score in the first two sections and a low score in the last section may indicate burnout.

Note: Different people react to stress and burnout differently. This test is not intended to be a scientific analysis or assessment. The information is not designed to diagnose or treat your stress or symptoms of burnout. Consult your medical doctor, counselor or mental health professional if you feel that you need help regarding stress management or dealing with burnout.