

# Is Your Staff Burning out?

## By Dr. Beverly Potter

**Instructions:** Using a scale from 1 to 10, with 1 being "not at all descriptive" and 10 being "very descriptive", rate how descriptive each of the following statements is of your staff

- \_\_\_\_\_ 1. Employee turnover is high.
- \_\_\_\_\_ 2. People are just putting in time.
- \_\_\_\_\_ 3. Drug and alcohol problems interfere with performance.
- \_\_\_\_\_ 4. The absenteeism rate is high.
- \_\_\_\_\_ 5. There is a lot of conflict.
- \_\_\_\_\_ 6. Directives are not followed.
- \_\_\_\_\_ 7. There is sabotage.
- \_\_\_\_\_ 8. People cheat and steal.
- \_\_\_\_\_ 9. Deadlines are not met.
- \_\_\_\_\_ 10. There is a high rate of rework.
- \_\_\_\_\_ 11. Back stabbing is commonplace.
- \_\_\_\_\_ 12. Office politics interferes with performance.
- \_\_\_\_\_ 13. Productivity is low.
- \_\_\_\_\_ 14. People are confused about goals.
- \_\_\_\_\_ 15. There is a sense of hopelessness.
- \_\_\_\_\_ 16. There is little esprit de corps (a feeling of pride, fellowship, and common loyalty shared by the members of a particular group).
- \_\_\_\_\_ 17. People are secretive.
- \_\_\_\_\_ 18. People don't socialize much off the job.
- \_\_\_\_\_ 19. Teamwork is poor.
- \_\_\_\_\_ 20. Lay-offs are common.
- \_\_\_\_\_ 21. There is a lot of complaining.
- \_\_\_\_\_ 22. There is not much participation.
- \_\_\_\_\_ 23. People are just out for themselves.
- \_\_\_\_\_ 24. People have little input into management decisions.
- \_\_\_\_\_ 25. Threats seem to be the best motivator.

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### Scoring:

**25 -75 Comfort Level:** Your staff is exhibiting few signs of burnout.

**76 - 145 Caution Level:** Your staff is exhibiting a moderate degree of burnout. Preventative action is advised.

**146 - 200 Chronic Level:** Your staff is exhibiting numerous signs of burnout. Ongoing corrective action is essential.

**201 - 250 Crisis Level:** Your staff is exhibiting full-blown burnout. Immediate crisis intervention is required to prevent organizational breakdown.

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