

Work pace and quantity

Below are some aspects of the daily practice that generally cost energy. In the table, you can check how often a situation applies to you. Do not think too long about a question; the first thing that comes to your mind is usually correct.

1. Do you have too much work to do?
☐ Always ☐ Often ☐ Sometimes ☐ Never
2. Do you have to work extra hard in order to reach a deadline?
☐ Always ☐ Often ☐ Sometimes ☐ Never
3. Do you have to work at speed?
☐ Always ☐ Often ☐ Sometimes ☐ Never
4. Do you have to deal with a backlog in your work?
☐ Always ☐ Often ☐ Sometimes ☐ Never
5. Do you have problems with the work pace?
☐ Always ☐ Often ☐ Sometimes ☐ Never
6. Do you have problems with the workload?
☐ Always ☐ Often ☐ Sometimes ☐ Never

Mental strain

Below are some aspects of the daily practice that generally **cost energy**. In the table, you can check how often a situation applies to you. Do not think too long about a question; the first thing that comes to your mind is usually correct.

- 7. Does your work require enhanced precision?
☐ Always ☐ Often ☐ Sometimes ☐ Never
- 8. Does your work require that you always have to think about it?
☐ Always ☐ Often ☐ Sometimes ☐ Never
- 9. Does your work require your constant attention?
☐ Always ☐ Often ☐ Sometimes ☐ Never
- 10. Does your work require great care?
☐ Always ☐ Often ☐ Sometimes ☐ Never

Autonomy

Below are some aspects of the daily practice that usually **generate energy**. In the table, you can check how often a situation applies to you. Do not think too long about a question; the first thing that comes to your mind is usually correct.

- 11. Do you have flexibility in the execution of your job?
☐ Always ☐ Often ☐ Sometimes ☐ Never
- 12. Do you have control over how your work is carried out?
☐ Always ☐ Often ☐ Sometimes ☐ Never
- 13. Can you participate in decision-making regarding your work?
☐ Always ☐ Often ☐ Sometimes ☐ Never

Opportunities for development

Below are some aspects of the daily practice that usually **generate energy**. In the table, you can check how often a situation applies to you. Do not think too long about a question; the first thing that comes to your mind is usually correct.

- 14. In my work, I have the opportunity to develop my strong points.
☐ Always ☐ Often ☐ Sometimes ☐ Never
- 15. In my work, I can develop myself sufficiently.
☐ Always ☐ Often ☐ Sometimes ☐ Never
- 16. My work offers me the possibility to learn new things.
☐ Always ☐ Often ☐ Sometimes ☐ Never

Feedback

Below are some aspects of the daily practice that usually **generate energy**. In the table, you can check how often a situation applies to you. Do not think too long about a question; the first thing that comes to your mind is usually correct.

- 17. I receive sufficient information about my work objectives.
☐ Always ☐ Often ☐ Sometimes ☐ Never
- 18. My job offers me opportunities to find out how well I do my work.
☐ Always ☐ Often ☐ Sometimes ☐ Never
- 19. I receive sufficient information about the results of my work.
☐ Always ☐ Often ☐ Sometimes ☐ Never

Collaboration

Below are some aspects of the daily practice that usually **generate energy**. In the table, you can check how often a situation applies to you. Do not think too long about a question; the first thing that comes to your mind is usually correct.

- 20. If necessary, can you ask your colleagues for help?
☐ Never ☐ Sometimes ☐ Regularly ☐ Often ☐ Very often

21. Can you count on your colleagues to support you if difficulties arise in your work?
☐ Never ☐ Sometimes ☐ Regularly ☐ Often ☐ Very often
22. In your work, do you feel valued by your colleagues?
☐ Never ☐ Sometimes ☐ Regularly ☐ Often ☐ Very often

Self-efficacy

Below are some aspects of the daily practice that usually **generate energy**. In the table, you can check how often a situation applies to you. Do not think too long about a question; the first thing that comes to your mind is usually correct.

23. I am confident that I could deal effectively with unexpected events
☐ Never ☐ Sometimes ☐ Regularly ☐ Often ☐ Very often
24. Thanks to my resourcefulness, I can handle unforeseen situations.
☐ Never ☐ Sometimes ☐ Regularly ☐ Often ☐ Very often
25. If I am in trouble, I can usually think of a good solution.
☐ Never ☐ Sometimes ☐ Regularly ☐ Often ☐ Very often
26. I can handle whatever comes my way.
☐ Never ☐ Sometimes ☐ Regularly ☐ Often ☐ Very often

Optimism

Below are some aspects of the daily practice that usually **generate energy**. In the table, you can check how often a situation applies to you. Do not think too long about a question; the first thing that comes to your mind is usually correct.

27. I usually expect the best in uncertain times.
☐ Never ☐ Sometimes ☐ Regularly ☐ Often ☐ Very often
28. I am always optimistic about my future
☐ Never ☐ Sometimes ☐ Regularly ☐ Often ☐ Very often
29. I agree with the statement: "Every cloud has a silver lining".
☐ Never ☐ Sometimes ☐ Regularly ☐ Often ☐ Very often
30. On the whole, I assume that more positive things will happen to me than nasty things.
☐ Never ☐ Sometimes ☐ Regularly ☐ Often ☐ Very often

Work-home interference

Below are some aspects of daily life; some **cost energy**, but others **yield energy**. In the table, you can check how often a situation applies to you. Do not think too long about a question; the first thing that comes to your mind is usually correct.

31. How often does it happen that you are irritable at home because your work is demanding?
☐ Always ☐ Often ☐ Sometimes ☐ Never
32. How often does it happen that you have difficulties fulfilling your obligations at home because your work is always on your mind?
☐ Always ☐ Often ☐ Sometimes ☐ Never
33. How often does it happen that you deal more efficiently with your time at home by doing your work?
☐ Always ☐ Often ☐ Sometimes ☐ Never
34. How often does it happen that you have to cancel appointments with your partner / family due to obligations at your work?
☐ Always ☐ Often ☐ Sometimes ☐ Never
35. How often does it happen that you function better at home with your partner/family/friends through things you learn at work?
☐ Always ☐ Often ☐ Sometimes ☐ Never
36. How often does it happen that you keep appointments better at home because that is also required of you at work?
☐ Always ☐ Often ☐ Sometimes ☐ Never
37. How often does it happen that your working hours make it difficult to meet your obligations at home?
☐ Always ☐ Often ☐ Sometimes ☐ Never
38. How often does it happen that you have no energy through your work to do nice things with your partner /family/friends?

- ☐ Always ☐ Often ☐ Sometimes ☐ Never
39. How often does it happen that you have so much work to do that you do not have time for your hobbies?
☐ Always ☐ Often ☐ Sometimes ☐ Never
40. How often does it happen that you fulfil your responsibilities at home better because you have learned that at work?
☐ Always ☐ Often ☐ Sometimes ☐ Never
41. How often does it happen that the demands of your work make it difficult to feel relaxed at home?
☐ Always ☐ Often ☐ Sometimes ☐ Never
42. How often does it happen that your work takes the time that you would rather spend on your partner/family/friends?
☐ Always ☐ Often ☐ Sometimes ☐ Never
43. How often does it happen that after a pleasant working day/workweek, you would like to do more activities with your partner/family/ friends?
☐ Always ☐ Often ☐ Sometimes ☐ Never

The burnout questionnaire.

Again, do not think too long; the first thing that comes to mind is usually correct.

44. I feel mentally exhausted by my work.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
45. I feel empty at the end of a working day
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
46. I feel tired when I get up in the morning, and there is another working day for me.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
47. I can easily empathize with the feelings of patients.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
48. I feel that I treat some patients too impersonal.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
49. Working with people all day is a heavy burden for me.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
50. I know how to solve the problems of my patients adequately.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
51. I feel "burned out" by my work.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
52. I feel that I positively influence other people's lives through my work.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
53. I feel that I have become more indifferent to other people since I have this job.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
54. I am concerned that my work dulls me emotionally.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
55. I feel frustrated by my job.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
56. I think I am too much committed to my work.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
57. Working with patients brightens me up.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
58. I have achieved many valuable things in this job.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
59. I feel at the end of my Latin.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
60. In my work, I deal very quietly with emotional problems.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
61. I feel that my patients blame me for their problems.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always

Below are some aspects of the daily practice that generally **cost energy**. In the table, you can check how often a situation applies to you. Do not think too long about a question; the first thing that comes to your mind is usually correct.

62. Dissatisfied patients.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
63. The application of protocols.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
64. Claiming patients.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
65. Administration (keeping records, inquiries, etc.).
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
66. Information technology (everything that has to do with computers: operating information system, printers, paper, toner, etc.).
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
67. Maintaining external relations (physiotherapists, community nurses, etc.).
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
68. Colleague general practitioners (regular consultation, locum in case of illness, etc.).
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
69. Collaboration (colleagues, physiotherapists, community nurses, etc.).
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
70. Insurers.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
71. Business relationships (inspection for public health, suppliers, etc.).
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
72. Personnel.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
73. Work backlog (lists with telephone calls, referral letters, etc.).
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
74. Out of hours services.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always

Below are some aspects of the daily practice that generally **generate energy**. In the table, you can check how often a situation applies to you. Do not think too long about a question; the first thing that comes to your mind is usually correct.

75. Autonomy (professional).
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
76. Direct patient care.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
77. NAW services.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
78. Teaching.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
79. Specialization (small surgery, doctor, etc.).
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
80. Relationship with patients (knowing).
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
81. Relations with patients (interaction).
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
82. Have a good conversation with the patient.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
83. Make a correct diagnosis.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
84. Experience fluff, not feeling fluff.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
85. Personal hobbies (walking, cycling, sailing, etc.).
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
86. Family life in general.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always
87. Having a relationship.
☐ Never ☐ Sporadic ☐ Occasionally ☐ Regularly ☐ Often ☐ Very often ☐ Always

Finally, some questions about age, marital status, etc.

Demographic data

88. What is your gender?

- ☐ male ☐ female

89. What is your year of birth? (xxyy).

90. ☐ What is your marital status?
☐ cohabiting or engaged, no children living at home
☐ cohabiting or engaged, or living at home children
☐ single, no children living at home
☐ single, living at home children
☐ living with my parents
☐ different

91. In which year did you start working in your current practice?

92. ☐ How many employees do you support?
☐ 0
☐ 1-2
☐ 3-5
☐ 6-10
☐ more than ten persons

93. Does your partner have a job?

- ☐ yes
☐ no

94. Does your partner often spend more than 5 hours a week to his / her work outside the usual working hours?

- ☐ yes
☐ no

95. Do you have a flexible arrangement for childcare with friends, family or professionals, especially in the case of sudden emergencies?

- ☐ yes
☐ no

96. Do you have a non-flexible childcare scheme with friends, family or professionals, especially in the case of a sudden emergency?

- ☐ yes
☐ no

97. In what way do you practice?

- ☐ solo practice
☐ duo practice
☐ group practice
☐ in employment
☐ locum

98. How many hours do you spend on average per week on care? (children, informal care, etc.).

- ☐ xx

99. How many hours do you work per week on average? (including time for in-service training, meetings, administration, etc.).

- ☐ <30
☐ 30-40
☐ 41-50
☐ 51-60
☐ >60

For my administration, it is convenient to have your name, place of residence and email address. Again, it goes without saying, but let me emphasize that this information will be treated strictly confidentially.

100. What is your name?

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101. What is your place of residence?

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102. What is your email address?

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Thank you very much for your willingness and your cooperation to fill in this questionnaire.