**Run Guide for CBI-CS Burnout Calculator**

**Introduction**

The CBI-CS Burnout Calculator is designed specifically for Defensive Cybersecurity Operators to evaluate burnout across multiple dimensions (Personal Burnout, Work-Related Burnout, and more). The calculator helps organizations quantify the collective burnout risk, which can subsequently be utilized in the Enhanced Burnout Cost Calculator to determine financial impacts.

**Workbook Overview**

The workbook consists of the following sections:

* **Questions:** Structured in sections to assess various burnout factors.
* **Responses:** Dropdown menus to select frequency (Always, Often, Sometimes, Seldom, Never).
* **Mapped Scoring:** Automatically assigns numerical values to responses (Always=100, Often=75, Sometimes=50, Seldom=25, Never=0).
* **Section Averages and Risk Levels:** Automatically calculated to give immediate feedback on burnout levels.

**Steps for Using the Workbook**

**Step 1: Complete the Survey**

* Navigate to each question under the respective sections (e.g., Personal Burnout, Work-Related Burnout).
* Select the frequency from the dropdown (Always, Often, Sometimes, Seldom, Never).
* Responses are automatically converted into numerical scores.

**Step 2: Review Results**

* After completing all responses, check the "Section Average" and "Risk Level" which auto-populate beneath each section.
* These averages give immediate visibility into burnout risk areas.

**Step 3: Calculating Collective Probability**

* Once individual surveys from all participating staff are completed, calculate the average score for each section across all respondents.
* Compute the overall average burnout risk from these collective section averages.

**Step 4: Integrate with Burnout Cost Calculator**

* Take the collective burnout probability derived from Step 3.
* Use this calculated probability as the "Turnover Rate Due to Burnout (%)" input in the Enhanced Burnout Cost Calculator.
* This integration allows for an accurate financial assessment and strategic planning around burnout mitigation.

**Recommendations for Optimal Use**

* Administer surveys regularly (e.g., quarterly or biannually) for ongoing monitoring of burnout.
* Analyze results collectively and individually to tailor effective burnout interventions.
* Utilize the financial insights from the integrated calculator to communicate the urgency and importance of addressing burnout organizationally.

By following these steps, your organization will gain critical insights into burnout risk and its financial implications, empowering data-driven actions to support employee well-being.