**CBI-CS Questionnaire for Defensive Cybersecurity Operators**

**Purpose**

A detailed, operationally relevant **64-question questionnaire** to measure burnout, stress, and wellness specifically for **SOC analysts, incident responders, and defensive cybersecurity operators**.

**Instructions**

Reflect on the **past four weeks**. Use the scale:

* Always, Often, Sometimes, Seldom, Never/almost never.

**Section 1: Personal Burnout (12 questions)**

1. How often do overnight on-call alerts disrupt your sleep?
2. How often do you feel physically drained after a shift?
3. How often do you feel mentally exhausted after monitoring dashboards for extended periods?
4. How often do you feel unable to relax between shifts?
5. How often do you feel your personal relationships are strained due to your work schedule?
6. How often do you feel your health is negatively affected by shift work?
7. How often do you feel anxious thinking about upcoming shifts?
8. How often do you feel disconnected from your personal interests due to work fatigue?
9. How often do you experience headaches or body aches after shifts?
10. How often do you feel you are constantly on high alert, even off-duty?
11. How often do you feel socially withdrawn due to work exhaustion?
12. How often do you feel unable to mentally detach from security incidents?

**Section 2: Work-Related Burnout (12 questions)**

1. How often do you feel overwhelmed by the volume of security alerts?
2. How often do you feel frustrated by repetitive false positives?
3. How often do you feel cognitive fatigue from triaging alerts across multiple tools?
4. How often do you feel stressed by investigating multiple incidents simultaneously?
5. How often do you feel your workload exceeds your capacity?
6. How often do you feel you receive insufficient recognition for your work?
7. How often do you feel mentally drained after EDR or SIEM investigations?
8. How often do you feel pressure to respond quickly while sacrificing thoroughness?
9. How often do you feel your decision-making is slowed by mental fatigue?
10. How often do you feel demotivated starting your shift?
11. How often do you feel your work environment lacks supportive collaboration?
12. How often do you feel your role lacks the resources needed to do your job effectively?

**Section 3: Client/Stakeholder Burnout (10 questions)**

1. How often do you feel stakeholder escalations add stress to your workload?
2. How often do you feel internal customer demands are unrealistic during incidents?
3. How often do you feel your focus is interrupted by stakeholder requests?
4. How often do you feel stakeholder communication increases your stress levels?
5. How often do you feel pressure to prioritize stakeholder needs over effective analysis?
6. How often do you feel stakeholders do not understand the complexity of your work?
7. How often do you feel drained by explaining technical details repeatedly to non-technical stakeholders?
8. How often do you feel stakeholder urgency creates additional stress during response efforts?
9. How often do you feel emotionally drained by managing stakeholder expectations?
10. How often do you feel your efforts for stakeholders are undervalued?

**Section 4: Environmental and Organizational Factors (10 questions)**

1. How often do you feel your security tools hinder your workflow?
2. How often do you feel there is insufficient staff to cover workloads?
3. How often do you feel distracted by environmental noise during your shifts?
4. How often do you feel the SOC environment contributes to your stress?
5. How often do you feel your processes are unclear or inefficient?
6. How often do you feel your team lacks clear communication during incidents?
7. How often do you feel you lack adequate training for evolving threats?
8. How often do you feel leadership’s priorities are misaligned with security needs?
9. How often do you feel your workspace conditions affect your concentration?
10. How often do you feel there is no downtime for recovery during your shifts?

**Section 5: Emotional Health Indicators (10 questions)**

1. How often do you feel anxious before or during shifts?
2. How often do you feel depressed while working in the SOC?
3. How often do you feel irritable with your colleagues or stakeholders?
4. How often do you feel detached from the outcomes of your work?
5. How often do you feel hopeless about managing your workload?
6. How often do you feel your emotional state impacts your job performance?
7. How often do you feel hypervigilant even when not on duty?
8. How often do you feel cynical about the impact of your work?
9. How often do you feel emotional exhaustion from monitoring high volumes of alerts?
10. How often do you feel you lack effective coping strategies for stress?

**Section 6: Engagement and Purpose (10 questions)**

1. How often do you feel connected to the mission of your security team?
2. How often do you feel your work aligns with your personal values?
3. How often do you feel your contributions make a difference in the organization?
4. How often do you feel motivated to improve your skills?
5. How often do you feel your job satisfaction is declining?
6. How often do you feel disconnected from your team’s mission?
7. How often do you feel your role lacks purpose?
8. How often do you feel your work is appreciated by leadership?
9. How often do you feel you have a clear career path in your role?
10. How often do you feel engaged and energized by your cybersecurity work?

**Scoring Guidance**

* Always = 100
* Often = 75
* Sometimes = 50
* Seldom = 25
* Never/almost never = 0

Calculate the **average per section**:

* 0–49: Low burnout risk
* 50–74: Moderate burnout risk
* 75–100: High burnout risk