Table 1. Means and Standard Deviations for normative sample of NEO-FFI-3 "Openness to Experience" by age group Males Combined Females **MEAN** SD**MEAN** SDMEAN SD AGE: Adolescents 14-21 n=24229.1 31.9 6.8 n = 2586.1 n = 50030.6 6.6 Younger Adults 21-30 n=97 28.0 7.4 n = 12130.9 5.9 n = 21829.6 6.7 Older Adults 31+ n= 18226.9 5.6 28.5 27.8 6.0 n = 2356.1 n = 417

*Note*: n=number of participants. Data obtained from McCrae, R. R., & Costa, P. T. (2007). Brief versions of the NEO-PI-3. *Journal of Individual Differences*, 28(3), 116–128. <a href="https://doi.org/10.1027/1614-0001.28.3.116">https://doi.org/10.1027/1614-0001.28.3.116</a>

*Table 2*. Means and Standard Deviations of NEO-FFI-3 "Openness to Experience" Study sample & norm comparison

	COMBINED		MEN	MEN		
	MEAN	SD	MEAN	SD	MEAN	SD
ITEM						
O1	3.29	2.73	3.33	0.82	3.25	2.60
O2	3.57	1.24	3.67	0.82	3.50	1.00
O3	3.57	1.88	4.00	0.00	3.25	1.66
O4	2.86	3.76	2.67	3.27	3.00	2.00
O5	3.14	1.68	3.00	1.41	3.25	0.87
O6	3.43	2.72	4.00	0.00	3.00	2.45
O7	2.86	3.58	2.00	2.83	3.50	1.00
O8	3.00	2.00	2.33	0.82	3.50	1.00
O9	2.86	1.68	2.67	0.82	3.00	1.41
O10	3.43	2.72	3.67	0.82	3.25	2.60
O11	3.71	1.83	4.00	0.00	3.50	1.73
O12	3.43	1.84	3.33	1.63	3.50	1.00
TOTAL SCALE	39.1	2.2	38.7	1.6	39.5	3.0
NORM DATA						
31+ Sample	27.8	6.0	26.9	5.6	28.5	6.1
21-30 Sample	29.6	6.7	28.0	7.4	30.9	5.9
14-20 Sample	30.6	6.6	29.1	6.8	31.9	6.1

*Note*: Norm data obtained from McCrae, R. R., & Costa, P. T. (2007). Brief versions of the NEO-PI-3. *Journal of Individual Differences*, 28(3), 116–128. https://doi.org/10.1027/1614-0001.28.3.116. Individual items not available for norm sample.

## CBI Burnout Quiz

DUESTIONS SECTION 1 That listed  (fee) physically withoutseld  (fe		All The Time	A lot	Yeah, sometimes	Now and then	Nah, never
The data was a company and a company of the company	SCORING	4	3	2	1	0
The data was a company and a company of the company						
The description of the control of th	QUESTIONS SECTION 1					
Total removable private   India   In	I feel tired					
Ideal work like like could get ack SUBSCODE SECTION 2 SUBSCODE SECTION 2 SUBSCODE IN the morning at the Working day at work SUBSCODE section 1:	I feel physically exhausted					
If feel worn out  free weak like I could get sick  SUBSCORE MAX 24 POINTS  USESTIONS SECTION 2  Leed worn out at the end of the working day  free advantaged in the morning at the thought of the working day of the working day  free advantaged in the morning of the work in tiling  Work cuts into my free time so I come have seen output for the morning of the working day  Work in amotionally exhausting  Work in amotionally exhausting  Work makes me feet burnt out  SUBSCORE MAX 39 POINTS  OUESTIONS SECTION 3  Life of It hand to work with clients  Working with clients is frustrating  Light morn funds drains my among the maximum of the marking with clients.  It wonder how much longer I'll be able to work with clients.  I'm time of working with clients.  Level S. Section 1: score less thus.  Section 2: score of 12-18- a mild burnout, 21-28 severe burnout  Section 3: score of 12-18- a mild burnout, 21-28 severe burnout  Section 3: score of 12-18- a mild burnout, 21-28 severe burnout	I feel emotionally exhausted					
If fired it shared to work the it could get sick SUBSCORE MAX 2F POINTS  If ever worn out at the end of the worning at the morning at the mor	I think "I can't take it anymore"					
If fired it shared to work the it could get sick SUBSCORE MAX 2F POINTS  If ever worn out at the end of the worning at the morning at the mor	I feel worn out					
USESTORS EXCTION 2  If sell years are the med of the working with claims in the meaning at the monght of another day at work.  If sell like overy hour at work is bring  Work cuts into my free time so I  Work cuts into my free time so I  Work is amutionally avaluating  Work fusivates me  Work makes me feel burnt out  SUBSCORE MAX 29 POINTS  DUESTIONS SECTION 3  If find it hard to work with clients  Working with clients is frustrating  If light more than I get back when working with clients.  In troad of working with clients.  In troad of working with clients.  MAX SUBSCORE 24  LEWELS: Section 1: score loss than soon of 12-18 = mild burnout sprightons. 12-24 severe burnout in Section 2: score of 14-21 = mild burnout sprightons. 12-24 severe burnout  Section 3: score of 12-18 = mild burnout springers of 24 severe submout of the score of 12-18 = mild burnout springers.  Section 3: score of 12-18 = mild burnout springers of the score of 12-18 = mild burnout springers. 12-24 severe burnout  Section 3: score of 12-18 = mild burnout springers. 12-24 severe burnout  Section 3: score of 12-18 = mild burnout springers. 12-24 severe burnout						
CUESTONS SECTION 2  If set worm out at the end of the working day  If set all the end of the working day  Work cuts into my free time so I  More for the end of the working day  Work cuts into my free time so I  More for the endough time for family &  Work in a emotionally enhancing  Work frustrates me  Work makes me feel burnt out  SUBSCORE MAX 28 POINTS  CUESTONS SECTION 3  If find it hand to work with clients  Working with clients in frustrating  Working with clients in frustrating  If him it hand to work with clients  Working with clients in frustrating  If the nore than if put back when working with clients.  If working with clients in frustrating  If the working with clients in frustrating  If we nore than if put back when working with clients.  If working with clients in frustrating  If we nore than if the back when working with clients.  If working with clients in frustrating all the back when working with clients.  If working with clients in frustrating all the back when working with clients.  If working with clients in frustrating all the back when working with clients.  If working with clients in frustrating all the back when working with clients.  If working with clients in frustrating all the back when working with clients.  If working with clients in frustrating all the back when working with clients.  If working with clients in frustrating all the back when working with clients.  If working with clients in frustrating all the back when working with clients.  If working with clients are the properties the back when working with clients.  If working with clients in frustrating all the working with clients are the properties.  If working with clients are the properties when we will all						
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I'm exhausted in the moraing at the moraing at the mosel of another day at work is string  Work rust into my free time so I free like every hour at work is string  Work rust into my free time so I free like every hour at work is string  Work rustrates me  Work makes me feel burnt out  SUBSCORE MAX 28 POINTS  GUESTIONS SECTION 3  I find it hard to work with clients  Working with clients in frustrating  I give more than I get back when working with clients in frustrating  I give more than I get back when working with clients.  I worder how much longer I'll be able to work with clients.  I worder how much longer I'll be able to work with clients.  I worder how much longer I'll be able to work with clients.  I worder how much longer I'll be able to work with clients.  Section 2: socre of 14-21 = mild burnout rust of the clients.  Section 3: socre of 12-18 = mild burnout It 2-26 severe burnout I'll section 3: socre of 12-18 = mild bu	I feel worn out at the end of the					
If feel like every hour at work is tiring  Work cute link my free time so I  Ord Thew enough ten for samily &  Triends  Work is emotionally exhausting  Work fine the source of the sour	working day					
Work cuts into my fee line so I don't have enough time for family & friends  Work is emotionally exhausting  Work frustrates me  Work makes me feel burnt out  SUBSCORE MAX 28 POINTS  OUESTIONS SECTION 3  If find it hard to work with clients  Working with clients drains my energy.  Working with clients is frustrating  I give more than I get back when working with clients.  I'm tired of working with clients.  I'm tired of working with clients.  I wonder how much longer I'll be able to work with clients.  I wonder how much longer I'll be able to work with clients.  I wonder how much longer I'll be able to working with clients.  I wonder how much longer I'll be able to working with clients.  I wonder how much longer I'll be able to working with clients.  I wonder how much longer I'll be able to working with clients.  Section 1: 2-19 - emotion to working with clients.  Section 2: 2-19 - emotion to working with clients.  Section 2: 2-29 - evere burnout finds.  Section 3: soore of 12-10 - mild burnoud, 11-2-48 evere burnout in the first working with clients.	I'm exhausted in the morning at the thought of another day at work					
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Work frustrates me  Work frustrates me  Work makes me feel burnt out  SUBSCORE MAX 28 POINTS  OUESTIONS SECTION 3  If find it hard to work with clients  Working with clients drains my energy.  Working with clients is frustrating  I give more than I get back when working with clients.  I'm tired of working with clients.  LEVELS: Section 1: score less than 12-not showing burnout symptoms.  10-24 severe burnout with section 1: score less than 15-24 severe burnout section 1: score of 12-18 - mild burnout, 21-28 severe burnout insk.  Section 2: score of 12-18 - mild burnout graptoms.  18-24 severe burnout insk.  Section 2: score of 12-18 - mild burnout insk.  Section 3: score of 12-18 - mild burnout insk.	Work cuts into my free time so I don't have enough time for family & friends					
Work makes me feet burnt out  SUBSCORE MAX 28 POINTS  QUESTIONS SECTION 3  QUESTIONS SECTION 3  QUESTIONS SECTION 3  If find it hard to work with clients  Working with clients drains my energy.  Working with clients is frustrating  I give more than I get back when working with clients.  I'm tired of working with clients.  I'm tired of working with clients.  I wonder how much longer Fill be able to work with clients.  LEVELS: Section 1: score less than 12: not showing burnout symptoms. Section 3: score of 14-21 = mild burnout, 21-28 severe burnout  Fisk  Section 2: score of 12-18 = mild burnout graptoms. 18-24 severe burnout risk.	Work is emotionally exhausting					
SUBSCORE MAX 28 POINTS  OUESTIONS SECTION 3  If find it hard to work with clients  Working with clients drains my energy.  Working with clients is frustrating  Igiple more than I get back when working with clients.  I'm tired of working with clients.  I'm tired of working with clients.  I wonder how much longer I'll be able to work with clients.  MAX SUBSCORE 24  LEVELS: Section 1: score less than 12.2 not showing burnout symptoms. accore of 12-18 = mild burnout symptoms. Be-24 severe burnout fak  Section 2: score of 14-21 = mild burnout symptoms. Section 2: score of 14-21 = mild burnout, 27-28 severe burnout burnout fak.	Work frustrates me					
OUESTIONS SECTION 3  If find it hard to work with clients  Working with clients drains my energy.  Working with clients is frustrating  I give more than I get back when working with clients.  I'm tired of working with clients.  I wonder how much longer I'll be able to work with clients.  MAX SUBSCORE 24  LEVELS: Section 1: acore less than 12: not showing burnout symptoms. acore of 12-18- a mild burnout and source of 14-21 a mild burnout, 21-28 severe burnout  Section 2: score of 14-21 a mild burnout, 21-28 severe burnout last.	Work makes me feel burnt out					
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Working with clients drains my energy.  Working with clients is frustrating  I give more than I get back when working with clients.  I'm tired of working with clients.  I wonder how much longer I'll be able to work with clients.  MAX SUBSCORE 24  LEVELS: Section 1: score less than 12: not showing burnout symptoms. score of 12-18+ = mild burnout risk.  Section 2: score of 14-21 = mild burnout symptoms. Section 2: score of 14-21 = mild burnout, 21-28 severe burnout  Section 3: score of 12-18+ = mild burnout symptoms. 18-24 severe burnout risk.	QUESTIONS SECTION 3					
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I give more than I get back when working with clients.  I'm tired of working with clients.  I wonder how much longer I'll be able to work with clients.  MAX SUBSCORE 24  LEVELS: Section 1: score less than 12: not showing burnout symptoms. score of 12-18 + mild burnout symptoms and 12: not showing burnout symptoms.  Section 2: score of 14-21 = mild burnout, 21-28 severe burnout  Section 3: score of 12-18+ = mild burnout symptoms. 18-24 severe burnout risk	Working with clients drains my energy.					
I'm tired of working with clients.  I wonder how much longer I'll be able to work with clients.  MAX SUBSCORE 24  LEVELS: Section 1: score less than 12: not showing burnout symptoms. score of 12-18+ = mild burnout symptoms. secret of 12-18+ = mild burnout symptoms. 18-24 severe burnout risk  Section 2: score of 14-21 = mild burnout  Section 3: score of 12-18+ = mild burnout symptoms. 18-24 severe burnout risk	Working with clients is frustrating					
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score of 12-18+ = mild burnout symptoms. 18-24 severe burnout risk  Section 2: score of 14-21 = mild burnout, 21-28 severe burnout  Section 3: score of 12-18+ = mild burnout symptoms. 18-24 severe burnout risk	LEVELS: Section 1: score less than					
burnout, 21-28 severe burnout  Section 3: score of 12-18+ = mild burnout symptoms. 18-24 severe burnout risk	score of 12-18+ = mild burnout symptoms. 18-24 severe burnout risk					
burnout symptoms. 18-24 severe burnout risk	Section 2: score of 14-21 = mild burnout, 21-28 severe burnout					
SECTION 1-3 Scores less than	Section 3: score of 12-18+ = mild burnout symptoms. 18-24 severe burnout risk					
	SECTION 1-3 Scores less than					