

Table 1. Means and Standard Deviations for normative sample of NEO-FFI-3 “Openness to Experience” by age group												
Males				Females			Combined					
		MEAN	SD			MEAN	SD			MEAN	SD	
AGE:												
Adolescents 14-21		n=242	29.1	6.8	n=258		31.9	6.1	n=500		30.6	6.6
Younger Adults 21-30		n=97	28.0	7.4	n=121		30.9	5.9	n=218		29.6	6.7
Older Adults 31+		n= 182	26.9	5.6	n=235		28.5	6.1	n=417		27.8	6.0
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. https://doi.org/10.1027/1614-0001.28.3.116												

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

	COMBINED		MEN		WOMEN	
	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

	All The Time	A lot	Yeah, sometimes	Now and then	Nah, never
SCORING	4	3	2	1	0
QUESTIONS SECTION 1					
I feel tired					
I feel physically exhausted					
I feel emotionally exhausted					
I think "I can't take it anymore"					
I feel worn out					
I feel weak like I could get sick					
SUBSCORE: MAX 24 POINTS					
QUESTIONS SECTION 2					
I feel worn out at the end of the working day					
I'm exhausted in the morning at the thought of another day at work					
I feel like every hour at work is tiring					
Work cuts into my free time 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					
QUESTIONS SECTION 3					
I 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: score less than 12: not showing burnout symptoms. 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					
SECTION 1-3 Scores less than					