

## **Burnout Assessment (MBI-Aligned, AI Version)**

**Target group:** Working professionals

**Measures:**

- Emotional Exhaustion (EE)
- Depersonalization / Cynicism (DP)
- Personal Accomplishment (PA – reverse dimension)

**Time frame:** *Over the last 1 month*

**Purpose:** Measure burnout (**not a medical diagnosis**)

**Instruction to user:**

Below are statements related to your work life. Please choose how often each statement applied to you during the **past one month**.

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### **Response Options & Weights (Same for ALL Questions)**

- **0** – I never experienced this.
  - **1** – I experienced this a few times a year.
  - **2** – I experienced this once a month.
  - **3** – I experienced this a few times a month.
  - **4** – I experienced this once a week.
  - **5** – I experienced this a few times a week.
  - **6** – I experienced this every day.
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### **Emotional Exhaustion (EE)**

#### **Q1. Feeling emotionally drained by work**

- **0** – I never felt emotionally drained by my work.
  - **1** – I felt emotionally drained by my work a few times a year.
  - **2** – I felt emotionally drained by my work once a month.
  - **3** – I felt emotionally drained by my work a few times a month.
  - **4** – I felt emotionally drained by my work once a week.
  - **5** – I felt emotionally drained by my work a few times a week.
  - **6** – I felt emotionally drained by my work every day.
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**Q2. Feeling exhausted at the end of the workday**

- 0 – I never felt exhausted at the end of my workday.
  - 1 – I felt exhausted at the end of my workday a few times a year.
  - 2 – I felt exhausted at the end of my workday once a month.
  - 3 – I felt exhausted at the end of my workday a few times a month.
  - 4 – I felt exhausted at the end of my workday once a week.
  - 5 – I felt exhausted at the end of my workday a few times a week.
  - 6 – I felt exhausted at the end of my workday every day.
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**Q3. Feeling tired before starting another workday**

- 0 – I never felt tired when starting another workday.
  - 1 – I felt tired when starting work a few times a year.
  - 2 – I felt tired when starting work once a month.
  - 3 – I felt tired when starting work a few times a month.
  - 4 – I felt tired when starting work once a week.
  - 5 – I felt tired when starting work a few times a week.
  - 6 – I felt tired when starting work every day.
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**Q4. Feeling overwhelmed by work demands**

- 0 – I never felt overwhelmed by my work demands.
  - 1 – I felt overwhelmed by work demands a few times a year.
  - 2 – I felt overwhelmed by work demands once a month.
  - 3 – I felt overwhelmed by work demands a few times a month.
  - 4 – I felt overwhelmed by work demands once a week.
  - 5 – I felt overwhelmed by work demands a few times a week.
  - 6 – I felt overwhelmed by work demands every day.
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**Q5. Feeling completely burned out by work**

- 0 – I never felt burned out by my work.
  - 1 – I felt burned out by my work a few times a year.
  - 2 – I felt burned out by my work once a month.
  - 3 – I felt burned out by my work a few times a month.
  - 4 – I felt burned out by my work once a week.
  - 5 – I felt burned out by my work a few times a week.
  - 6 – I felt burned out by my work every day.
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**Depersonalization / Cynicism (DP)**

**Q6. Becoming emotionally detached from work**

- 0 – I never felt emotionally detached from my work.
  - 1 – I felt emotionally detached from my work a few times a year.
  - 2 – I felt emotionally detached from my work once a month.
  - 3 – I felt emotionally detached from my work a few times a month.
  - 4 – I felt emotionally detached from my work once a week.
  - 5 – I felt emotionally detached from my work a few times a week.
  - 6 – I felt emotionally detached from my work every day.
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**Q7. Becoming less caring toward people at work**

- 0 – I never felt less caring toward people at work.
  - 1 – I felt less caring toward people at work a few times a year.
  - 2 – I felt less caring toward people at work once a month.
  - 3 – I felt less caring toward people at work a few times a month.
  - 4 – I felt less caring toward people at work once a week.
  - 5 – I felt less caring toward people at work a few times a week.
  - 6 – I felt less caring toward people at work every day.
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**Q8. Losing empathy because of work**

- 0 – I never felt that work was making me lose empathy.
  - 1 – I felt work was making me lose empathy a few times a year.
  - 2 – I felt work was making me lose empathy once a month.
  - 3 – I felt work was making me lose empathy a few times a month.
  - 4 – I felt work was making me lose empathy once a week.
  - 5 – I felt work was making me lose empathy a few times a week.
  - 6 – I felt work was making me lose empathy every day.
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**Q9. Feeling cynical or negative about work**

- 0 – I never felt cynical or negative about my work.
  - 1 – I felt cynical or negative about my work a few times a year.
  - 2 – I felt cynical or negative about my work once a month.
  - 3 – I felt cynical or negative about my work a few times a month.
  - 4 – I felt cynical or negative about my work once a week.
  - 5 – I felt cynical or negative about my work a few times a week.
  - 6 – I felt cynical or negative about my work every day.
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**Personal Accomplishment (PA – Reverse Dimension)****Q10. Feeling effective in handling work responsibilities**

- 0 – I never felt effective in handling my work.
  - 1 – I felt effective in handling my work a few times a year.
  - 2 – I felt effective in handling my work once a month.
  - 3 – I felt effective in handling my work a few times a month.
  - 4 – I felt effective in handling my work once a week.
  - 5 – I felt effective in handling my work a few times a week.
  - 6 – I felt effective in handling my work every day.
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**Q11. Feeling that my work positively impacts others**

- 0 – I never felt my work positively impacted others.
  - 1 – I felt my work positively impacted others a few times a year.
  - 2 – I felt my work positively impacted others once a month.
  - 3 – I felt my work positively impacted others a few times a month.
  - 4 – I felt my work positively impacted others once a week.
  - 5 – I felt my work positively impacted others a few times a week.
  - 6 – I felt my work positively impacted others every day.
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**Q12. Feeling confident in my professional abilities**

- 0 – I never felt confident in my professional abilities.
  - 1 – I felt confident in my abilities a few times a year.
  - 2 – I felt confident in my abilities once a month.
  - 3 – I felt confident in my abilities a few times a month.
  - 4 – I felt confident in my abilities once a week.
  - 5 – I felt confident in my abilities a few times a week.
  - 6 – I felt confident in my abilities every day.
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**Q13. Feeling a strong sense of accomplishment from work**

- 0 – I never felt a sense of accomplishment from my work.
  - 1 – I felt a sense of accomplishment a few times a year.
  - 2 – I felt a sense of accomplishment once a month.
  - 3 – I felt a sense of accomplishment a few times a month.
  - 4 – I felt a sense of accomplishment once a week.
  - 5 – I felt a sense of accomplishment a few times a week.
  - 6 – I felt a sense of accomplishment every day.
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## Scoring Summary (AI Logic)

EE = Q1–Q5

DP = Q6–Q9

PA = Q10–Q13 (reverse-interpreted)

- **High EE + High DP + Low PA → High Burnout**
- PA must be **inverted** when calculating burnout risk

## Scoring Rules

### Subscale Scores

EE Score = Sum of Q1–Q5

DP Score = Sum of Q6–Q9

PA Score = Sum of Q10–Q13

### PA is reverse-interpreted

→ Lower PA = Higher burnout

→ PA scores should be **inverted for burnout risk logic**

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## Interpretation Guidelines (Industry Standard)

### Emotional Exhaustion (EE)

- **Low:**  $\leq 16$
- **Moderate:** 17–26
- **High:**  $\geq 27$

### Depersonalization (DP)

- **Low:**  $\leq 6$
- **Moderate:** 7–12
- **High:**  $\geq 13$

### Personal Accomplishment (PA)

- **High burnout risk:**  $\leq 31$
- **Moderate:** 32–38
- **Low burnout risk:**  $\geq 39$

*(Exact cutoffs can be adjusted by org norms — this is acceptable in practice.)*

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## AI Burnout Classification Logic

### High Burnout

- EE = High **AND/OR**
- DP = High **AND**
- PA = Low

### Moderate Burnout

- EE or DP = Moderate
- PA = Moderate

### Low Burnout

- EE & DP = Low
- PA = High

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### What AI Is Allowed to Say

- ✗ “You are burned out clinically.”
- ✗ “You have a mental disorder.”
- ✓ “Your responses indicate a **high level of work-related burnout.**”
- ✓ “This reflects occupational stress, not a medical diagnosis.”

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### Panel-Ready One-Liner

“Our burnout module uses an MBI-aligned framework to measure emotional exhaustion, work cynicism, and sense of accomplishment in professionals, allowing early intervention without medical labeling.”

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### Why This Is Powerful for Mentamind

- Perfect for **corporate pilots**
- HR-friendly (non-diagnostic)
- Tracks **burnout over time**
- Bridges stress → anxiety → depression safely