

Burnout Self-Test Maslach Burnout Inventory (MBI)

The Maslach Burnout Inventory (MBI) is the most commonly used tool to self-assess whether you might be at risk of burnout. To determine the risk of burnout, the MBI explores three components: exhaustion, depersonalisation and personal achievement. While this tool may be useful, it must not be used as a clinical diagnostic technique, regardless of the results. The objective is simply to make you aware that anyone may be at risk of burnout.

For each question, indicate the score that corresponds to your response. Add up your score for each section and compare your results with the scoring results interpretation at the bottom of this document.

Questions:	Never	A Few Times per Year	Once a Month	A Few Times per Month	Once a Week	A Few Times per Week	Every Day
Section A:	0	1	2	3	4	5	6
I feel emotionally drained by my work.							
Working with people all day long requires a great deal of effort.							
I feel like my work is breaking me down.							
I feel frustrated by my work.							
I feel I work too hard at my job.							
It stresses me too much to work in direct contact with people.							
I feel like I'm at the end of my tether.							
Total score – SECTION A							

Questions:	Never	A Few Times per Year	Once a Month	A Few Times per Month	Once a Week	A Few Times per Week	Every Day
Section B:	0	1	2	3	4	5	6
I feel I deal with my team/ colleagues impersonally, as if they are objects.							
I feel tired when I get up in the morning and have to face another day at work.							
I have the impression that my team/ colleagues make me responsible for some of their problems.							
I am at the end of my patience at the end of my work day.							
I really don't care about what happens to some of my team/ colleagues.							
I have become more insensitive to people in the workplace.							
I'm afraid that this job is making me uncaring.							
Total score – SECTION B							

Questions:	Never	A Few Times per Year	Once a Month	A Few Times per Month	Once a Week	A Few Times per Week	Every Day
Section C:	0	1	2	3	4	5	6
I accomplish many worthwhile things in this job.							
I feel full of energy.							
I am easily able to understand what my team/colleagues feel.							
I look after my team/colleagues problems very effectively.							
In my work, I handle emotional problems very calmly.							

Through my work, I feel that I have a positive influence on people.							
I am easily able to create a relaxed atmosphere with my team/colleagues.							
I feel refreshed when I have been close to my team/colleagues at work.							
Total score – SECTION C							

SCORING RESULTS – INTERPRETATION

Section A: Burnout

Burnout (or depressive anxiety syndrome): Testifies to fatigue at the very idea of work, chronic fatigue, trouble sleeping, physical problems. For the MBI, as well as for most authors, “exhaustion would be the key component of the syndrome.” Unlike depression, the problems disappear outside work.

Total 17 or less: Low-level burnout

Total between 18 and 29 inclusive: Moderate burnout

Total over 30: High-level burnout

Section B: Depersonalisation

“Depersonalisation” (or loss of empathy): Rather a “dehumanisation” in interpersonal relations. The notion of detachment is excessive, leading to cynicism with negative attitudes with regard to colleagues, feeling of guilt, avoidance of social contacts and withdrawing into oneself. The professional blocks the empathy they can show to their colleagues.

Total 5 or less: Low-level burnout

Total between 6 and 11 inclusive: Moderate burnout

Total of 12 and greater: High-level burnout

Section C: Personal Achievement

The reduction of personal achievement: The individual assesses themselves negatively, feels they are unable to move the situation forward. This component represents the demotivating effects of a difficult, repetitive situation leading to failure despite efforts. The person begins to doubt their genuine abilities to accomplish things. This aspect is a consequence of the first two.

Total 33 or less: High-level burnout

Total between 34 and 39 inclusive: Moderate burnout

Total greater than 40: Low-level burnout

A high score in the first two sections and a low score in the last section may indicate burnout.

Note: Different people react to stress and burnout differently. This test is not intended to be a clinical analysis or assessment. The information is not designed to diagnose or treat your stress or symptoms of burnout. Consult your medical doctor, counsellor or mental health professional if you feel that you need help regarding stress management or dealing with burnout.

C. Maslach, S.E. Jackson, M.P. Leiter (Eds.), Maslach Burnout Inventory manual (3rd ed.), Consulting Psychologists Press (1996)

Leader Burnout Self-Assessment & Reflection Worksheet

Take a few moments to answer the following questions honestly. The goal is to help you identify areas contributing to burnout and develop strategies to improve well-being and effectiveness in leadership.

Section 1: Identifying Burnout Triggers

1. Workload & Responsibilities

- Do you feel overwhelmed by your current workload? Why or why not?
- Which tasks or responsibilities consume most of your time and energy?
- What tasks feel the most draining or unmanageable?

2. Work-Life Balance

- How often do you take breaks during the workday?
- Do you struggle to disconnect from work outside of office hours?
- How would you rate your work-life balance on a scale from 1-10? (1 = poor, 10 = excellent)

3. Support & Resources

- Do you feel adequately supported by your team or organization?
- What resources or tools would help you manage your role more effectively?
- Do you have a mentor, coach, or peer group for guidance and support?

4. Emotional & Physical Well-being

- Have you noticed changes in your energy levels, sleep, or mood?
- How often do you engage in activities that help you recharge (e.g., exercise, hobbies, relaxation)?
- Are there any physical symptoms (headaches, fatigue, tension) that could be related to stress?

Section 2: Strategies for Reducing Burnout

1. Prioritization & Delegation

- Are there tasks that could be delegated to others? If so, which ones?
- How do you currently prioritize your workload? Could this process be improved?
- What would help you set more realistic expectations for yourself and your team?

2. Time Management & Boundaries

- What steps can you take to set clearer boundaries between work and personal life?
- Are there meetings, emails, or other tasks that could be streamlined or reduced?
- What are three small changes you can implement to improve your time management?

3. Self-Care & Resilience Building

- What self-care practices help you feel refreshed and motivated?
- How can you incorporate these practices into your routine more consistently?
- What is one action you can take this week to reduce stress and improve well-being?

Section 3: Action Plan

****Top Three Insights from This Reflection:****

- _____
- _____
- _____

****Three Concrete Steps to Reduce Burnout:****

- _____
- _____
- _____

****Accountability & Follow-Up:****

- Who can support you in implementing these changes?
- How will you measure progress and check in with yourself?
- When will you revisit this worksheet to assess improvements?