



FAST FACT AND CONCEPT #170: Health Professional Burnout: Part IV

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Parts I-III have described burnout, its risk factors and consequences, and coping strategies. This Fast Fact will briefly describe assessment tools used in health professional research. Additionally, it provides a validated screening tool utilized widely in education.

1. Maslach Burnout Inventory(CPP, Inc)
 - o Designed for use in health care and other service industries.
 - o Evaluates emotional exhaustion, depersonalization, and reduced personal accomplishment.
 - o Well-validated; readily available; utilized by Physician Worklife Study.
 - o 10-15 minutes to complete.
 - o Cost: approximately \$1.25 per test, with additional fee for scoring key.
2. General Health Questionnaire (Bank, et al, 1980).
 - o 12-item screen for symptoms of psychiatric morbidity
 - o Reliable in community and occupational settings
 - o Utilized in conjunction with Maslach Burnout Inventory in ongoing, longitudinal UK study of burnout and psychiatric morbidity in hospital consultants
3. Self Assessment Exercise(Girdin, 1996)

How often do you . . .

a) almost always; b) often; c) seldom; d) almost never

- o find yourself with insufficient time to do things you really enjoy?
- o with you had more support/assistance?
- o lack sufficient time to complete your work most effectively?
- o have difficulty falling asleep because you have too much on your mind?
- o feel people simply expect too much of you?
- o feel overwhelmed?
- o find yourself becoming forgetful or indecisive because you have too much on your mind?
- o consider yourself in a high pressure situation?
- o feel you have too much responsibility for one person?

- feel exhausted at the end of the day?

Calculate your total score: a) = 4, b) = 3, c) = 2, d) = 1. Your total?

A total of 25-40 indicates a high stress level that could be psychologically or physically debilitating.

References

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Fast Facts are edited by David E. Weissman, MD; Palliative Care Center, Medical College of Wisconsin. For comments/questions write to: dweissma@mail.mcw.edu. The complete set of Fast Facts are available at EPERC: www.eperc.mcw.edu

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Purpose: Self-Study Guide, Teaching

Audience(s)

Training: Fellows, 3rd/4th Year Medical Students, PGY1 (Interns), PGY2-6, Physicians in Practice

Specialty: Anesthesiology, Emergency Medicine, Family Medicine, General Internal Medicine, Geriatrics, Hematology/Oncology, Neurology, OB/GYN, Ophthalmology, Pulmonary/Critical Care, Pediatrics, Psychiatry, Surgery

Non-Physician: Nurses, Pharmacists/Clinical Pharmacists

ACGME Competencies: Professionalism

Keyword(s): Miscellaneous