

IDENTIFYING BURNOUT

The 6 Components

Burnout tends to occur when one or more of the following areas is chronically out of balance with the others. Take a moment to write down your thoughts and feelings about each component to help identify any imbalances.

Workload

The capacity to meet the demands of the tasks at hand, including workload and cognitive load.

Is your workload manageable? If not, why?
Do you have the opportunity to rest, recover, and restore balance? If not, how come?
Do you think about work constantly? Why?

Control

The perceived capacity to make decisions and control outcomes both at work and home.

Do you have the ability to make decisions?
Do you have access to resources to do your job?
Do you feel in control of your work and/or life? If not, why?

Reward

Recognition and reward of work and accomplishments that increases satisfaction.

Are your efforts appreciated?
Can you exercise autonomy?
Do you feel intrinsically satisfied with work and/or life? If not, why?

Community

Ongoing relationships both at work and outside work.

Do you have trust and support in your relationships?
Do you have effective means to work out disagreements?
Do you feel like you have social support? If not, why?

Fairness

Decisions that are perceived to be fair and equitable.

Do you feel like you are treated with respect?
Does office politics affect you?
Do you feel you have equity and social justice?

Values

Ideals that attract someone to the work that they do and connect them to the workplace.

What are your ideals and values?
Does your job align with your ideals and values?
Are you motivated in your job? If not, why?