



Burnout Quiz

*Where do you land on each of the
burnout spectrums?*

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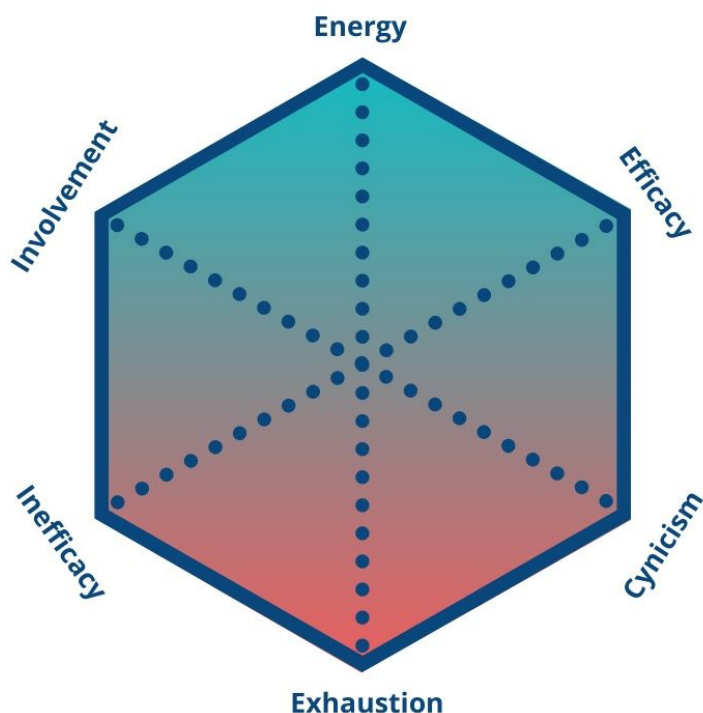
WHAT IS BURNOUT?

People often think of burnout as an on and off switch, you are either burnt out or you are not. But the reality is much more nuanced than that. Burnout exists along the spectrum. In fact, burnout exists along three different spectrums. You maybe on the burnout end of one spectrum, in the middle of a second spectrum, and not at all burnt out on the third spectrum. When you take a more nuanced approach to understanding how you are experiencing burnout, it can set you up to better understand the kinds of strategies that will help you address your own type of burnout.

BURNOUT SPECTRUMS

This burnout hexagon (adapted from Maslach's work) illustrates the three different spectrums in which you can experience burnout:

- Energy To Exhaustion
- Involvement To Cynicism
- Efficacy To Inefficacy



ENERGY TO EXHAUSTION SPECTRUM

The energy to exhaustion spectrum is what we often think of when we consider burnout. This is the emotional element of burnout. When you are experiencing burnout on the spectrum, the thing that is often most noticeable is your lack of energy. Sometimes that comes in the form of physical exhaustion, and sometimes it comes in the form of emotional exhaustion, feeling as though you are completely at your wits end and can't even process any more information.

I'm not just tired, I'm DRAINED.



Physically I am prone to headaches, digestive upset, or muscle aches not otherwise explained.



I feel overwhelmed or like I can't keep up with my work.



I have trouble falling asleep (or falling back asleep) because I'm thinking about work.



I don't feel I have enough energy for people or tasks outside of work.



INVOLVEMENT TO CYNICISM SPECTRUM

The involvement to cynicism spectrum is the mental element of burnout. This aspect of burnout leaves you feeling negative and disconnected from other people and/or your work. Unlike the energy to exhaustion spectrum, which you are likely to notice in yourself (although you might ignore it), other people are more likely to notice this aspect of burnout in you before you do. Likely they will notice negativity, especially negativity that had not been there in the past.

I feel detached from the work I'm doing.



I find myself feeling angry or irritable with my colleagues (whether I show it or not).



I wonder what the point is in terms of my work.



I find myself becoming increasingly skeptical/unable to trust clients or colleagues.



I think or dream about leaving my job on a regular basis.



EFFICACY TO INEFFICACY SPECTRUM

The efficacy to inefficacy spectrum is the behavioral element of burnout. This is often the hardest one to recognize and to understand. This is about how you are responding to your environment. The easiest way to think about it has to do with your own feelings of productivity. Note that it is not about how productive you actually are, it's about how productive you feel.

I feel unproductive even though I'm really busy.



I compare myself to others who do similar work and don't feel like I measure up.



I am quick to question the value of the work I do.



I feel less appreciated at work than I have in the past.



I'm afraid I'll be exposed as a fraud at work.

