

# 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, depersonalization and personal achievement. While this tool may be useful, it must not be used as a scientific diagnostic technique, regardless of the results. The objective is simply to make you aware that anyone may be at risk of burnout.

# How to Use This Self-Assessment

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

# Section A: Emotional Exhaustion Assessment

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
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 rope.							
Total score – SECTION A							

# Section B: Depersonalization Assessment

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 look after certain patients/clients 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 patients/clients 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 patients/clients.							
I have become more insensitive to people since I've been working.							
I'm afraid that this job is making me uncaring.							
Total score – SECTION B							

# Section C: Personal Achievement Assessment

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 patients/clients feel.							
I look after my patients'/clients' 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 patients/clients.							
I feel refreshed when I have been close to my patients/clients at work.							
Total score – SECTION C							

# Interpreting Your Section A Results: 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.

1

**Low-level burnout**

Total 17 or less

2

**Moderate burnout**

Total between 18 and 29  
inclusive

3

**High-level burnout**

Total over 30

# Interpreting Your Section B and C Results

## Section B: Depersonalization

"Depersonalization" (or loss of empathy): Rather a "dehumanization" in interpersonal relations. The notion of detachment is excessive, leading to cynicism with negative attitudes with regard to patients or colleagues, feeling of guilt, avoidance of social contacts and withdrawing into oneself. The professional blocks the empathy he can show to his patients and/or 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 himself negatively, feels he is 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 his 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.

# Recommendations Based on Your Score

Your scores across the three sections (Emotional Exhaustion, Depersonalization, and Personal Achievement) provide insights into your current burnout level. Below are recommendations based on different score patterns:

 <h2>Low Burnout Scores</h2> <p>If your scores indicate low burnout levels, continue with your current self-care practices. Maintain your work-life balance, regular breaks, and support networks. Consider sharing your effective coping strategies with colleagues who may be struggling.</p>	 <h2>Moderate Burnout Scores</h2> <p>Moderate scores suggest that you should take preventive action. Consider reviewing your workload, setting healthier boundaries, implementing stress-management techniques, and seeking support from colleagues or supervisors. This is the ideal time to make changes before burnout worsens.</p>	 <h2>High Burnout Scores</h2> <p>If your scores indicate high burnout levels (particularly high emotional exhaustion, high depersonalization, and low personal achievement), immediate action is recommended. Consider consulting with a healthcare professional, taking time off if possible, seeking therapy or counseling, and making significant changes to your work patterns and responsibilities.</p>
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Remember that burnout develops gradually and can also be addressed gradually. Small, consistent changes to your work habits, self-care routines, and professional boundaries can make a significant difference over time. This assessment is a tool for self-awareness and should be used as a starting point for personal reflection or professional discussions.



# Important Notes About This Assessment

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

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# References

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