

ARE YOU EXPERIENCING BURNOUT?

Practical Steps to Prevent Burnout and Compassion Fatigue:

- Be honest about the reality of burnout.
- Be informed of helpful resources and supportive ministries for you as a pastor and as a person.
- Keep perspective. It is not about pride, rather about preserving your ability to serve.
- Establish realistic goals and expectations.
- Be purposeful about daily rest and days off when necessary.
- Be prayerful about your role, goal and passions for ministry.

SELF-ASSESSMENTS FOR BURNOUT

Burnout Survey
From www.pastoralcareinc.com

Compassion, Satisfaction & Fatigue Survey
From www.figleyinstitute.com



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BURNOUT SURVEY

From www.pastoralcareinc.com

Please take a few minutes to examine whether you may be experiencing burnout. We can help ourselves only if we are honest with ourselves. Full article can be viewed and printed with Word or PDF formats at the links located at the bottom of this page.

Rating: 10—Extremely 5—Partially 1—Not At All

Ask yourself these questions:

- _____ I feel hopeless and trapped in my job.
- _____ I am constantly tired.
- _____ I am bored with my duties, co-workers and church members.
- _____ I am easily irritated and have little patience with people.
- _____ I am cynical about the church, people, profession and denomination.
- _____ I want to change my daily routine, yet I feel threatened by change.
- _____ I feel that I lack control over my circumstances.
- _____ I have difficulty concentrating on specific tasks.
- _____ I feel withdrawn, because working with problems, solving seems futile.
- _____ I occupy myself with trivial activities to escape more important responsibilities.
- _____ I use to care about others, but now I'm too preoccupied with my own health, sanity and career.
- _____ I am restless and have difficulty relaxing or sleeping.
- _____ I doubt that I really make a difference to my church members, co-workers, friends and family.
- _____ I have lost my professional and personal confidence.
- _____ I hate to get out of bed and dread going to work.
- _____ I put off making decisions because they seem overwhelming.
- _____ I don't want to hear about anyone else's problems.
- _____ I feel I have nothing more to give.
- _____ I am just going through the motions—waiting for change, move or retirement.
- _____ I've lost my sense of purpose or enthusiasm about my job.
- _____ I often use phrases as, "I don't care anymore" or "why bother, it won't make a difference anyway."
- _____ I am highly critical of others. My self-esteem is low.
- _____ I use personal days a lot just to get away from work.
- _____ My social involvement has decreased both on and off the job.
- _____ I frequently complain and despair over problems.
- _____ I am now using alcohol and drugs as an escape.

BURNOUT SURVEY TALLY RESULTS

From www.pastoralcareinc.com

Tally Results:

260-240: Level D (Burnt Out)

239-219: Level C (Bordering on Burn Out)

218-198: Level B (Transitioning Beyond Tiredness)

197-Below: Level A (Burn Out Isn't An Issue, but Need to Do Some Rearrangements)

How do you feel after talking this inventory? Do you have most of these symptoms? Do you feel helpless and hopeless? If so, call us. We have people who will listen to your concerns and provide for ways to get away for a much-needed rest.

**The scoring scale was provided by God's Comfort Ministries, Waldorf, MD 20604 Phone: 240-462-0584

The actual survey was developed by Pastoral Care, Inc.

COMPASSION, SATISFACTION & FATIGUE SURVEY

From www.figleyinstitute.com

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Helping others puts you in direct contact with other people's lives. As you probably have experienced, your compassion for those you help has both positive and negative aspects. This self -test helps you estimate your compassion status: How much at risk you are of burnout and compassion fatigue and also the degree of satisfaction with your helping others. Consider each of the following characteristics about you and your current situation. Write in the number that honestly reflects how frequently you experienced these characteristics in the last week. Then follow the scoring directions at the end of the self-test.

0=Never 1=Rarely 2=A Few Times 3=Somewhat Often 4=Often 5=Very Often

Items About You

1. I am happy.
2. I find my life satisfying.
3. I have beliefs that sustain me.
4. I feel estranged from others.
5. I find that I learn new things from those I care for.
6. I force myself to avoid certain thoughts or feelings that remind me of a frightening experience.
7. I find myself avoiding certain activities or situations because they remind me of a frightening experience.
8. I have gaps in my memory about frightening events.
9. I feel connected to others.
10. I feel calm.

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11. I believe that I have a good balance between my work and my free time.
12. I have difficulty falling or staying asleep.
13. I have outburst of anger or irritability with little provocation
14. I am the person I always wanted to be.
15. I startle easily.
16. While working with a victim, I thought about violence against the perpetrator.
17. I am a sensitive person.
18. I have flashbacks connected to those I help.
19. I have good peer support when I need to work through a highly stressful experience.
20. I have had first-hand experience with traumatic events in my adult life.
21. I have had first-hand experience with traumatic events in my childhood.
22. I think that I need to "work through" a traumatic experience in my life.
23. I think that I need more close friends.
24. I think that there is no one to talk with about highly stressful experiences.
25. I have concluded that I work too hard for my own good.
26. Working with those I help brings me a great deal of satisfaction.
27. I feel invigorated after working with those I help.
28. I am frightened of things a person I helped has said or done to me.

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29. I experience troubling dreams similar to those I help.
30. I have happy thoughts about those I help and how I could help them.
31. I have experienced intrusive thoughts of times with especially difficult people I helped.
32. I have suddenly and involuntarily recalled a frightening experience while working with a person I helped.
33. I am pre-occupied with more than one person I help.
34. I am losing sleep over a person I help's traumatic experiences.
35. I have joyful feelings about how I can help the victims I work with.
36. I think that I might have been "infected" by the traumatic stress of those I help.
37. I think that I might be positively "inoculated" by the traumatic stress of those I help.
38. I remind myself to be less concerned about the well being of those I help.
39. I have felt trapped by my work as a helper.
40. I have a sense of hopelessness associated with working with those I help.
41. I have felt "on edge" about various things and I attribute this to working with certain people I help.
42. I wish that I could avoid working with some people I help.
43. Some people I help are particularly enjoyable to work with.
44. I have been in danger working with people I help.
45. I feel that some people I help dislike me personally.

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1 Items About Being a Helper and Your Helping Environment

46. I like my work as a helper.
47. I feel like I have the tools and resources that I need to do my work as a helper.
48. I have felt weak, tired, run down as a result of my work as helper.
49. I have felt depressed as a result of my work as a helper.
50. I have thoughts that I am a "success" as a helper.
51. I am unsuccessful at separating helping from personal life.
52. I enjoy my co-workers.
53. I depend on my co-workers to help me when I need it.
54. My co-workers can depend on me for help when they need it.
55. I trust my co-workers.
56. I feel little compassion toward most of my co-workers
57. I am pleased with how I am able to keep up with helping technology.
58. I feel I am working more for the money/prestige than for personal fulfillment.
59. Although I have to do paperwork that I don't like, I still have time to work with those I help.
60. I find it difficult separating my personal life from my helper life.
61. I am pleased with how I am able to keep up with helping techniques and protocols.
62. I have a sense of worthlessness/disillusionment/resentment associated with my role as a helper.
63. I have thoughts that I am a "failure" as a helper.

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- 64. I have thoughts that I am not succeeding at achieving my life goals.
- 65. I have to deal with bureaucratic, unimportant tasks in my work as a helper.
- 66. I plan to be a helper for a long time.

SCORING INSTRUCTIONS

Please note that research is ongoing on this scale and the following scores should be used as a guide, not confirmatory information.

1. Be certain you respond to all items.
2. Mark the items for scoring:
 - a. Put an x by the following 26 items: 1-3, 5, 9-11, 14, 19, 26-27, 30, 35, 37, 43, 46-47, 50, 52-55, 57, 59, 61, 66.
 - b. Put a check by the following 16 items: 17, 23-25, 41, 42, 45, 48, 49, 51, 56, 58, 60, 62-65.
 - c. Circle the following 23 items: 4, 6-8, 12, 13, 15, 16, 18, 20-22, 28, 29, 31-34, 36, 38-40, 44.
3. Add the numbers you wrote next to the items for each set of items and note:
 - a. Your potential for Compassion Satisfaction (x): 118 and above=extremely high potential; 100-117=high potential; 82-99=good potential; 64-81=modest potential; below 63=low potential.
 - b. Your risk for Burnout (check): 36 or less=extremely low risk; 37-50=moderate risk; 51-75=high risk; 76-85=extremely high risk.
 - c. Your risk for Compassion Fatigue (circle): 26 or less=extremely low risk, 27-30=low risk; 31-35=moderate risk; 36-40=high risk; 41 or more=extremely high risk.