How to measure burnout in an organization

The best way of measuring burnout is to use a standardised, scientifically proven questionnaire. Most recommendable is the Maslach burnout inventory MBI (Maslach, Jackson & Leiter, 1996). It uses 3 dimensions: exhaustion, depersonalization, and personal achievement. But, burnout can be measured even shorter, using only a single item. As Rohland, Kruse & Rohrer (2004) show in their article, an evaluation based on someone own’s definition of burnout is sufficiently valid:

**Question**
Please, classify your level of burnout!

**Answers**
1. I enjoy my work. I have no symptoms of burnout.
2. Occasionally I am under stress, and I don’t always have as much energy as I once did, but I don’t feel burned out.
3. I am definitely burning out and have one or more symptoms of burnout, such as physical and emotional exhaustion.
4. The symptoms of burnout that I’m experiencing won’t go away. I think about frustration at work a lot.
5. I feel completely burned out and often wonder if I can go on. I am at the point where I may need some changes or may need to seek some sort of help.

**Interpretation**
People, who choose answers 3 or 4 are in danger of burnout. Who prefers answer 5 can be seen as someone with serious burnout symptoms. In both cases, a more detailed test should be used for clarification.

**Literature**


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