



BENZIO PASTOR BURNOUT SELF SCREEN

Self-Test-MaslachBurnout Inventory(MBI)

For each statement, indicate how often that statement applies to you. Then add up your columns and total each Section Score.

Questions	Never	A few times per year	Once a month	A few times per month	Once a week	A few times per week	5 or more days a week
Section A	0	1	2	3	4	5	6
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 am at the end of my rope							
Section A Column Total							
Total Score Section A (add all Columns)							

Questions	Never	A few times per year	Once a month	A few times per month	Once a week	A few times per week	5 or more days a week
Section B	0	1	2	3	4	5	6
I feel I look after certain congregants impersonally, as if they are objects							
I feel tired when I get up in the morning and have to face another day at work							
At times, I feel my congregants make me responsible for some of their problems							
I really don't care about what happens to some of my congregants							
I am at the end of my patience at the end of my work day							
I have become more insensitive to people since I've been working this job							
I'm afraid this job is making me uncaring							
Section B Column Total							
Total Score Section B							

Questions		A few times per year	Once a month	A few times per month	Once a week	A few times per week	5 or more days a week
Section C	0	1	2	3	4	5	6
I don't accomplish many worthwhile things in this job							
I don't have enough energy for the day							
I struggle to understand what my congregants feel							
I am not effective in helping my staff/ congregants handle their problems							
In my work, I am not calm when handling emotional problems							
Through my work, I don't have a positive influence on people							
I struggle to create a relaxed atmosphere with my congregants/ staff							
Congregants/Staff or work activities don't refresh me or sometimes drain me							
Section C Column Total							
Total Score Section C							

SCORING RESULTS - INTERPRETATION

The Maslach Burnout Inventory (MBI) is the most commonly used tool to self-assess whether you might be at risk of burnout. It is originally designed for physicians and has been adapted by Karl Benzio, MD, to be used for pastors or ministry leaders. 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 and understand some of the more important elements to monitor.

Section A: Burnout Your Section A Score =

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.

- Total 0-4: No burnout
- Total 5-9: Monitor for possible burnout brewing or starting
- Total 10-18: Low-level burnout
- Total 19-27: Moderate burnout
- Total over 28-35: High-level burnout
- Total 36-42: Severe Burnout

Section B: Depersonalization Your Section B Score =

“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 congregants or colleagues, feeling of guilt, avoidance of social contacts and withdrawing into oneself. The pastor/leader blocks the empathy he can show to his congregants and/or colleagues.

- Total 0-5: No burnout
- Total 6-11: Monitor for possible burnout brewing or starting
- Total 12-19: Low-level burnout
- Total 20-28: Moderate burnout
- Total over 29-38: High-level burnout
- Total 39-48: Severe Burnout

Section C: Personal Achievement Your Section C Score =

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 0-5: No burnout
- Total 6-11: Monitor for possible burnout brewing or starting
- Total 12-19: Low-level burnout
- Total 20-28: Moderate burnout
- Total over 29-38: High-level burnout
- Total 39-48: Severe Burnout

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. This tool is intended to increase your ability to self-reflect, know some warning signs, and alert you to some specific areas to monitor.

Regardless of what your scores are in the sections above, if for any reason you are experiencing stress, some impairment in your personal, relationship, or work functioning, or you are stagnating in your spiritual direction forward, please reach out to some wise loved ones and seriously consider a consultation with a psychiatrist, therapist, or at least your medical doctor to get ahead of this before it gets ahead of you.