

# MINISTER & ELDER BURNOUT INVENTORY

As simple as this self-rating scale is, it is amazingly consistent in how accurately it identifies those experiencing or on their way to burnout. Circle the number on each scale that best describes the associated statement. Add up the numbers and place the total on the "TOTAL" line. Check your total against "Interpreting Your Score" found at the end of the survey.

This inventory was originally designed for use with ministers, but given Churches of Christ elder polity, it is relevant for elders as well. Elders should keep in mind their pastoral role and working relationship with their minister when responding.

- The extent to which I am feeling negative or cynical about people with whom I work (despairing of the ability to change or grow).

Optimistic about church members	1	2	3	4	5	6	Cynical about church members
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- The extent to which I have enthusiasm for my work. (I enjoy my work and look forward to it regularly).

High internal energy for my work	1	2	3	4	5	6	Loss of enthusiasm for my job
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- The extent to which I invest myself emotionally in my work in the church.

Highly invested emotionally	1	2	3	4	5	6	Withdrawn and detached
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- The extent to which fatigue and irritation are part of my daily experiences.

Cheerfulness, high energy much of the time	1	2	3	4	5	6	Tired and irritated much of the time
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- The extent to which my humor has a cynical and biting tone to it.

Humor reflects a positive, joyful attitude	1	2	3	4	5	6	Humor is cynical and sarcastic
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- The extent to which I find myself spending less and less time with my church members.

This material is from the Alban Institute and was adapted from the Clergy burnout Inventory developed by Roy M. Oswald.

Normal and anticipated	1	2	3	4	5	6	Increasingly withdrawn from parishioners
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7. The extent to which I am becoming less flexible in my dealing with parishioners.

Remaining open and flexible with parishioner needs and wants	1	2	3	4	5	6	Becoming more fixed and rigid in dealing with parishioners
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8. The extent to which I feel supported in my work.

Feeling fully supported much of the time	1	2	3	4	5	6	Feeling alone and isolated
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9. The extent to which I find myself frustrated in my attempts to accomplish tasks important to me.

Reasonably successful in accomplishing tasks	1	2	3	4	5	6	Mainly frustrated in accomplishing tasks
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10. The extent to which I am invaded by sadness I cannot explain

Joyful most of the time	1	2	3	4	5	6	Sad much of the time
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11. The extent to which I am suffering from physical complaints (aches, pains, headaches, lingering colds, etc.).

Feeling healthy most of the time	1	2	3	4	5	6	Constantly irritated by physical ailments
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12. The extent to which sexual activity seems to be more trouble than it is worth.

Sexual activity is high	1	2	3	4	5	6	Sexual activity is just another responsibility
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13. The extent to which I blame others for problems I encounter.

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Minimum blaming or scapegoating	1	2	3	4	5	6	Others are usually to blame for the malaise I am feeling
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14. The extent to which I feel guilty about what is not happening in this church or with church members.

Guilt free most of the time	1	2	3	4	5	6	Feeling guilty much of the time
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15. The extent to which I am biding my time until retirement or a change.

Highly engaged in my work	1	2	3	4	5	6	Doing what I have to to get by
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16. The extent to which I feel used up and spent.

High source of energy for my work	1	2	3	4	5	6	Feeling empty and depleted
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**Total up the numbers in your circled ratings. TOTAL SCORE \_\_\_\_\_**

### INTERPRETING YOUR SCORE

- 1-32 Burnout is not an issue for you.
- 1-48 You are bordering on burnout.
- 1-64 Burnout is a factor in your life.
- 65-80 You are a victim of extreme burnout. A radical intervention into your life is necessary if you are to regain control of your health and vitality. Please take your condition seriously.