Z Zero Burnout Program

Mini Z survey 2.0 (for individual scoring)

Score

For questions 1-10, please indicate the best answer. (Numeric score indicated by number next to response.)

1. Overall, I am satisfied with my current job:

_____ 5=Agree strongly 4=Agree 3=Neither agree nor disagree 2=Disagree 1=Strongly disagree

2. Using your own definition of "burnout", please choose one of the numbers below:

_____ 5=I enjoy my work. I have no symptoms of burnout.
4=
3=I am **beginning to burn out** and have one or more symptoms of burnout, e.g. emotional exhaustion.
2=
1=I feel completely burned out. I am at the point where I may need to seek help.
*If you select 1 or 2, please consider seeking assistance – call your insurance provider or employee assistance plan (EAP)

3. My professional values are well aligned with those of my clinical leaders:

_____ 5=Agree strongly 4=Agree 3=Neither agree nor disagree 2=Disagree 1=Strongly disagree

4. The degree to which my care team works efficiently together is:

_____ 1=Poor 2=Marginal 3=Satisfactory 4 =Good 5 =Optimal

5. My control over my workload is:

_____ 1 = Poor 2 = Marginal 3 = Satisfactory 4 = Good 5 = Optimal

6. I feel a great deal of stress because of my job

_____ 1=Agree strongly 2=Agree 3=Neither agree nor disagree 4=Disagree 5=Strongly disagree

7. Sufficiency of time for documentation is:

_____ 1 = Poor 2 = Marginal 3 = Satisfactory 4 = Good 5 = Optimal

8. The amount of time I spend on the electronic medical record (EMR) at home is:

_____ 1=Excessive 2=Moderately high 3=Satisfactory 4=Modest 5=Minimal/none

9. The EMR adds to the frustration of my day:

_____ 1=Agree strongly 2=Agree 3=Neither agree nor disagree 4=Disagree 5=Strongly disagree

10. Which number best describes the atmosphere in your primary work area?

_____

Calm		Busy, but reasonable		Hectic, chaotic
5	4	3	2	1

11. Tell us more about your stresses and what we can do to minimize them:

Total Score

Scoring your Mini Z: add the numbered responses from questions 1-10. Range 10-50 (>= 40 is a joyful workplace).

☐ Subscale 1 (supportive work environment) = add the numbered responses to questions 1-5. Range 4-25 (>= 20 is a highly supportive practice!).

☐ Subscale 2 (work pace and EMR stress) = add the numbered responses to questions 6-10. Range 4-25 (>= 20 is an office with reasonable pace and manageable EMR stress!).

Questions drawn mainly from the Physician Worklife Study, MEMO study, and Healthy Workplace study. The Mini Z was developed by Dr. Mark Linzer and team at Hennepin County Medical Center, Minneapolis MN. For more information please view our website: http://www.cpperesearch.org/