# Maslach Burnout Toolkit for General Use

**The Maslach Burnout Toolkit for General Use** combines the **Areas of Worklife Survey** and **Maslach Burnout Inventory - General Survey** to measure burnout in the worklife context. The combined assessment consists of 44 items and usually takes 25-30 minutes to complete.

**Burnout** is a severe problem affecting professionals in many occupational groups. Burnout has many consequences for the individual including physical illness, increased feelings of hopelessness, irritability, impatience, and poor interpersonal relationships with family / coworkers / others. In severe cases, burnout can cause diminished executive functioning, attention, and memory. Burnout can be assessed for severity and cause, and remedied by individual intervention and sophisticated organizational change programs. **By addressing burnout, you can increase your personal wellness, and improve satisfaction and quality of work.**

**The Maslach Burnout Inventory (MBI)** assesses your level of burnout by measuring:

**Exhaustion**: feelings of being emotionally overextended and exhausted by work.

**Cynicism**: unfeeling and impersonal responses toward recipients of one's service, care, treatment, or instruction.

**Professional Efficacy**: feelings of competence and successful achievement in one's work.

**The Areas of Worklife Survey (AWS)** assesses "what" in your work environment may be contributing to burnout by measuring:

**Workload**: the amount of work to be done in a given time. Workload captures the extent to which work demands spill into personal life, the social pressures, and the physical and intellectual burden of job demands.

**Control**: opportunity to make choices and decisions, to solve problems, and to contribute to the fulfillment of responsibilities. Control is your participation in important decisions about your work as well as your range of professional autonomy.

**Reward**: recognition – financial and social – you receive for your contribution on the job. Reward includes praise, awards, perks, and salary.

**Community**: quality of the social context in which you work, encompassing your relationships with managers, colleagues, subordinates, and others.

**Fairness**: the extent to which the organization has consistent and equitable rules for everyone, or the quality of justice and respect at work.

**Values**: what matters to you in your work. The focus is the consistency between the personal values you bring to your profession and the values inherent in the organization where you work.