You completed your evaluation at 4:57 pm EDT on June 16, 2018.
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1. Introduction

This report uses your results from the Maslach Burnout Inventory™ Educators Survey (MBI-ES) to measure and describe aspects of burnout you may be feeling. The scales in the MBI-ES assess how frequently you feel Emotional Exhaustion, Depersonalization, and Personal Accomplishment.

This report can help....

- Describe a range of profiles between Engagement and Burnout
- Identify the profile that matches your results
- Explore the relationship between burnout and academic work
- Provide suggestions for reducing stress
- Offer guidance on facilitating change to address burnout

Please note that the report is an aid for interpretation of your assessment results, but it is not a diagnostic tool.
2. Why is Burnout Important?

Burnout is more than feeling blue. It is a chronic state of being out of sync at work and it can be a significant problem in your life.

*Burnout is lost energy.* The burned out individual feels overwhelmed, stressed, and exhausted. The demands of the job feel far greater than one is able to give. The Emotional Exhaustion scale measures a depletion of emotional energy, distinct from physical exhaustion or mental fatigue. Emotional Exhaustion is a clear signal of distress in emotionally demanding work. An example item from this scale is "I feel emotionally drained from my work."

*Burnout is lost enthusiasm.* Passion for the job has faded, the job "rubs you the wrong way," and it feels like a burden or a chore. Rather than doing your best, you may put in the bare minimum. Staying engaged in the teaching relationship with students may be a challenge. The Depersonalization scale measures an unfeeling and impersonal response toward one's students. This is particularly a problem in a teaching career, which values and mandates personal sensitivity to students. An example item from this scale is "I don't really care what happens to some students."

*Burnout is lost confidence.* Without energy and active involvement in one's work, it is hard to keep motivated. The less effective a person feels, the more he will have nagging doubts about self-worth and personal accomplishment. The Personal Accomplishment scale measures feelings of competence and successful achievement in your work with students. This sense of personal accomplishment emphasizes effectiveness and success in having a beneficial impact on people. An example item from this scale is "I have accomplished many worthwhile things in this job."

Burnout has many consequences for the individual including physical illness, increased feelings of hopelessness, irritability, impatience, and poor interpersonal relationships with family/coworkers/students. In severe cases, burnout can negatively impact executive functioning, attention and memory.

3. Your Profile

Your profile matches the Ineffective profile.

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Learn more about the continuum between work engagement and burnout, and the range of possible profiles, in Appendix A.
4. Your MBI Results

Your MBI Scale Scores

Your average frequency scores for the MBI-ES scales are shown below.

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<thead>
<tr>
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<th>0</th>
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<th>3</th>
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<td>Once a month or less</td>
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<td>A few times a month</td>
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<td>Once a week</td>
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<td>A few times a week</td>
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<td>Every day</td>
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Your MBI-ES Scale Scores

- Emotional Exhaustion: 2.9
- Depersonalization: 2.4
- Personal Accomplishment: 1.9

Note: Higher Emotional Exhaustion and Depersonalization contribute to burnout, while higher Personal Accomplishment reduces burnout.

Your Group's MBI Average Scale Scores

Your group's average frequency scores for the MBI-ES scales are shown below.

Your Group
Population Group: Sample MBI-ES Norm
Number of participants in this norm: 4
Campaigns included in this norm: Test Campaign for MBI-ES Sample Report

Your Group's MBI-ES Average Scale Scores

- Emotional Exhaustion: 2.8
- Depersonalization: 2.4
- Personal Accomplishment: 2.1
Your percentile scores for the three MBI-ES scales compared to your group's scores are shown below.

Percentile means that this percentage of people rated themselves as having less frequency of the scale topic. For example, scoring in the 72nd percentile on Emotional Exhaustion means that 72% of the people in your group felt Emotional Exhaustion less frequently than you did. The percentiles apply to Depersonalization and Personal Accomplishment scores in the same way. Higher Emotional Exhaustion and Depersonalization contribute to burnout, while higher Personal Accomplishment reduces burnout.

**Your Group**

**Population Group:** Sample MBI-ES Norm  
**Number of participants in this norm:** 4  
**Campaigns included in this norm:**  
Test Campaign for MBI-ES Sample Report

**Your MBI-ES Percentile Scores Compared to Your Group**

<table>
<thead>
<tr>
<th>Score</th>
<th>Emotional Exhaustion</th>
<th>Depersonalization</th>
<th>Personal Accomplishment</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>56</td>
<td>50</td>
<td>41</td>
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</table>
Your percentile scores for the three MBI-ES scales compared to a general population of 4,000 educators are shown below.

Percentile means that this percentage of people rated themselves as having less frequency of that scale topic. For example, scoring in the 95th percentile on Emotional Exhaustion means that 95% of people felt Emotional Exhaustion less frequently than you did. Higher Emotional Exhaustion and Depersonalization contribute to burnout, while higher Personal Accomplishment reduces burnout.

You should take action to reduce burnout if:

- Your Emotional Exhaustion percentile score is 90 or above, or
- Your Depersonalization percentile score is 90 or above, or
- Your Personal Accomplishment score is 10 or lower.
5. Recommendations

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Recommended reading:


Related products available from Mind Garden:

The *Areas of Worklife Survey* measures aspects of the work environment which may be contributing to burnout. [https://www.mindgarden.com/274-areas-of-worklife-survey](https://www.mindgarden.com/274-areas-of-worklife-survey)

The *Multifactor Leadership Questionnaire* measures a broad range of leadership styles, including transformational leadership. [https://www.mindgarden.com/16-multifactor-leadership-questionnaire](https://www.mindgarden.com/16-multifactor-leadership-questionnaire)


The *Work Environment Scale* measures the social climate relative to productivity, employee satisfaction, and expectations. [https://www.mindgarden.com/161-work-environment-scale](https://www.mindgarden.com/161-work-environment-scale)
Appendix A. Burnout Profiles

The continued involvement and experience of three aspects of burnout profiles in the workplace can be critical in understanding employee well-being. The profile table on the next page provides a clear overview of the situations and outcomes associated with burnout. A person with a Depersonalization score may find it difficult to connect with their work, leading to a decrease in confidence and recognition. Overcommitment, on the other hand, can lead to increased accomplishment and opportunities, but also to increased stress and burnout. Disenagement may result in a decreased sense of confidence and a lack of recognition, making it difficult to maintain a positive work relationship. Complete information appears in actual report.
## Appendix B. Burnout Profiles and Pattern of MBI Scale Scores

<table>
<thead>
<tr>
<th>Profile</th>
<th>Emotional Exhaustion</th>
<th>Depersonalization</th>
<th>Personal Accomplishment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engaged</td>
<td>Low</td>
<td>Low</td>
<td>High</td>
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<tr>
<td>Ineffective</td>
<td></td>
<td></td>
<td>Low</td>
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<tr>
<td>Overextended</td>
<td>High</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Disengaged</td>
<td></td>
<td>High</td>
<td></td>
</tr>
<tr>
<td>Burnout</td>
<td>High</td>
<td>High</td>
<td></td>
</tr>
</tbody>
</table>
Appendix C. Suggestions for Reducing Job Stress

To reduce burnout for managing:

a. As you to work
b. Before I

c. At work, back? L
d. Use you breathe
e. Spend y
f. Be mind
g. At the e
h. As you l
i. Before ready to
j. Change

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Appendix D. Your Responses to the MBI

Your responses are listed below by scale. Within each scale, item scores are ranked by possible contribution to burnout.

Feeling aspects of Emotional Exhaustion (EE) or Depersonalization (DP) more frequently can contribute to burnout. EE and DP scales use high-to-low score ranking — high scores here may signal a problem.

Conversely, feeling aspects of Personal Accomplishment (PA) less frequently can contribute to burnout. The PA scale uses low-to-high score ranking — low scores here may signal a problem.

<table>
<thead>
<tr>
<th>Score</th>
<th>Scale</th>
<th>Item</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>Emotional Exhaustion</td>
<td>I feel emotionally drained from my work.</td>
</tr>
<tr>
<td>4</td>
<td>Emotional Exhaustion</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Emotional Exhaustion</td>
<td></td>
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<td>3</td>
<td>Emotional Exhaustion</td>
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<td>Emotional Exhaustion</td>
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<thead>
<tr>
<th>Score</th>
<th>Scale</th>
<th>Item</th>
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<tr>
<td>2</td>
<td>Emotional Exhaustion</td>
<td></td>
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<td>2</td>
<td>Emotional Exhaustion</td>
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</table>
| 1     | Emotional Exhaustion   |                           | Complete information appears in actual report
## Depersonalization

<table>
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<th>Score</th>
<th>Scale</th>
<th>Item</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>Depersonalization</td>
<td>I don't really care what happens to some students.</td>
</tr>
<tr>
<td>3</td>
<td>Depersonalization</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Depersonalization</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>Depersonalization</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>Depersonalization</td>
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</tbody>
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<table>
<thead>
<tr>
<th>Score</th>
<th>Scale</th>
<th>Item</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Personal Accomplishment</td>
<td>I have accomplished many worthwhile things in this job.</td>
</tr>
<tr>
<td>2</td>
<td>Personal Accomplishment</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Personal Accomplishment</td>
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<td>3</td>
<td>Personal Accomplishment</td>
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