

### **1. ROLE FIT INVENTORY**

Name:

Date:

Carefully read each of the ten statements below, and insert the number between 1 and 5 that best represents your response. (Click in the box to type in your response.)

<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Neutral</b>	<b>Agree</b>	<b>Strongly Agree</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>

- In my current role, I'm utilizing my primary gifts and abilities.
- I'm motivated and challenged in my day-to-day activities.
- I draw satisfaction and fulfillment from my current contributions.
- I feel energized and encouraged in my primary responsibilities.
- I have a sense that I'm making a significant contribution to my organization.
- The ability to fulfill my current responsibilities comes naturally and easily.
- I receive feedback from others that I'm in a good role-fit.
- I experience little frustration in my current role.
- I don't experience unmanageable stress in my current role.
- My relationships with co-workers are generally free of conflict.

**Total**

### **INTERPRETING YOUR SCORE**

- 40 – 50 Maximizing
- 15 – 39 Moderate
- 0 – 14 Marginal

## **2. BURNOUT INVENTORY**

These questions may give you an idea of how heavily you're experiencing burnout.

Rate your response to each question on a scale from 1 to 5.

*(1 = Doesn't describe me at all. 5 = Describes me very accurately.)*

- I'm exhausted much of the time, and rest doesn't seem to help much.
  - I don't get as much satisfaction from ministry as I used to.
  - Most mornings, I dread beginning my ministry responsibilities.
  - I feel like a failure in the ministry.
  - I don't sleep as well as I used to; or I'm sleeping more than I used to.
  - It's more and more difficult for me to deal with people's problems.
  - I have more difficulty making decisions than I used to.
  - I get very frustrated when things don't go well in the ministry.
  - More and more I find myself thinking about leaving my church/organization.
  - I feel greatly bothered or guilty about ministry responsibilities not done or not done well.
  - I get angry and/or irritable more easily than I used to.
  - I often feel a sense of emptiness and depletion, as if I have nothing more to give.
  - The ministry gives me very little or no joy.
  - I'm concerned that I won't be able to last much longer in the ministry.
  - It's getting more and more difficult to do some aspects of the ministry.
  - I struggle with feeling pressure to perform and succeed.
- Total**

### **ASSESSING YOUR LEVEL OF BURNOUT**

- 15 – 29 You probably don't have a problem with burnout.
- 30 – 49 You may be experiencing mild to moderate burnout.
- 50 – 64 You may be suffering significant burnout.
- 65 – 75 You may be in serious trouble.

Adapted from a similar *Burnout Inventory* prepared by Ken Williams, Ph. D., Wycliffe Bible Translators, Inc.