Take This Job and Love It!

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*Programs with an oRIDGILLnal touch*

Work is not drudgery, but boredom is.
Henry Ward Beecher

People will be about as happy as they make up their minds to be.
Abraham Lincoln

A man is as unhappy as he has convinced himself he is.
Seneca

You are what you think.
You are what you go for.
You are what you do!
Bob Richards

Success is not the result of spontaneous combustion. You must set yourself on fire.
Reggie Leach

A stumbling block to the pessimist is a stepping-stone to the optimist.
Eleanor Roosevelt

The brain is a wonderful organ; it starts working the moment you get up in the morning and does not stop until you get into the office.
Robert Frost
Up In Smoke: Are You Burning Out?

**Directions:** Rate your response to each question on the following scale:

1  Almost never  
2  Rarely  
3  Sometimes  
4  Often  
5  Almost always

**Do you:**

Feel less competent or effective than you used to feel in your work?  
Consider yourself unappreciated or "used" or taken advantage of?  
Dread going to work?  
Feel your work is pointless or unimportant?  
Watch the clock?  
Avoid conversations with others (co-workers, customers, supervisors at work, or family members in the home)?  
Rigidly apply rules without considering creative solutions?  
Get frustrated by your work?  
Miss work often?  
Feel unchallenged by your work?
**Does your work:**

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<td>Overload you?</td>
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<td>Deny you rest periods (breaks, meal time, sick leave, vacation)?</td>
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<td>Pay too little?</td>
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<td>Depend on uncertain funding sources?</td>
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<td>Provide inadequate support to accomplish the job (budget, equipment, tools, people)?</td>
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<td>Lack clear guidelines?</td>
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<td>Entail so many different tasks that you feel fragmented?</td>
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<td>Require you to deal with major or rapid changes?</td>
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<td>Lack access to a social or professional support group?</td>
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<td>Demand coping with a negative job image or angry people?</td>
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<td>Depress you?</td>
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**The Burnout Quiz: Scoring and Interpretation**

Total the ratings you gave each item on the questionnaire, and see where you are on the burnout scale!

94-110  Burnout  
76-93   Flame  
58-75   Smoke  
40-57   Sparks  
22-39   "No Fire" zone
Burnout--You are experiencing a very high level of stress in your work. Without some changes in yourself or your situation, your potential for stress-related illnesses and effects is high. Look for ways to cope with stress--use the many resources available to prevent burnout and deal effectively with stress.

Flame--You have a high amount of work-related stress and may have begun to burn out some. Note each item you marked with a 4 or 5 and rank them in order of effect on you, beginning with the ones that bother you the most. For the top three items, evaluate what you can do to reduce the stresses involved, and what steps you can take to improve attitude or situation.

Smoke--You have some stress in your work and you have a fair chance of experiencing burnout unless you take some action to reduce stress. Look at the items you rated 4 or 5 and think about ways to deal with changing attitude or situation.

Sparks--You have a low amount of work-related stress and not likely to see burnout effects. Look at the items to which you gave a 3 or higher rating, and think about what you can do to reduce the stresses involved.

No Fire--You are generally not experiencing job-related stress, and if you continue at this level you are "burnout-proof".

Warning Signs of Stress Overload

Changing and Improving Attitudes: Coping Strategies

You heard right.
We’ve decided to
freeze you until
medical science
finds a cure for
your bad attitude.
Read more about it...


Luban, R. *Burnout: Keeping the fire.* Learn, Inc., 1996.


