

# Ministry Burnout Inventory

This inventory has been designed to help you discover the warning signals of potential burnout in ministry. Relate the questions to your life over the last **6-9 months**. Particularly be aware of and note or mark any **changes** to your normal pattern of functioning.

Scoring each item: Read the description of each item and reflect on whether the event occurs:

Score "0" - Not at all

Score "1" - I have experienced this only once or twice in the last nine months

Score "2" - On average only once every two to three months

Score "3" - Quite frequently (i.e. monthly)

Score "4" - Often (i.e. weekly)

Score "5" - Constantly for me (I am aware of this most days)

1. Feeling emotionally exhausted, drained or fatigued by ministry [ ]
2. Becoming increasingly irritable with lower tolerance toward others [ ]
3. Having less and less time for people, even family and friends [ ]
4. Feeling deeply connected and empathetic with those ministered to [ ]
5. Experiencing increasing difficulty making decisions [ ]
6. Feeling completely depleted at the end of the day [ ]
7. Sensing partnership in working within God's purpose and with God's help [ ]
8. Awareness of increasing difficulty in concentration [ ]
9. Feeling disillusioned, like "Why bother?"; "Who cares anyway?" [ ]
10. Experiencing chronic forgetfulness [ ]
11. Having regular sleep disturbance, wakefulness, never enough sleep [ ]
12. Starting the day feeling tired and un-refreshed [ ]
13. Dealing effectively with most ministry situations [ ]
14. Having frequent feelings of worthlessness, disappointment in self [ ]
15. Losing enthusiasm or enjoyment of ministry [ ]
16. Changing appetite of food consumption; over-eating or loss of appetite [ ]
17. Sensing ministry is important, worthwhile, appreciated and valued by others [ ]
18. Worrying about a loss of empathy for others [ ]
19. Overlooking normal duties or responsibilities [ ]
20. Feeling unappreciated most of the time [ ]
21. Feeling burdened by the responsibilities and pressures of the church system [ ]
22. Awareness of accomplishing less and less in the time available [ ]
23. Becoming excessively preoccupied with details [ ]
24. Feeling generally quite energetic [ ]
25. Increasingly unable to say "No!" [ ]
26. Becoming overly dogmatic, inflexible or "fussy" [ ]

- 27. Awareness that demands are creating a sense of overdrive at work or home [ ]
- 28. Having a sense of vision, hope and direction for the future [ ]
- 29. Becoming cynical or hyper-critical with friends and family [ ]
- 30. Sensing blame or criticism from others for not helping them more [ ]
- 31. Increasing boredom with work, home-life or life [ ]
- 32. Losing a clear perspective on work or life [ ]
- 33. A growing sense of being "out of control" in areas of life [ ]
- 34. Being fairly relaxed working with people one to one [ ]
- 35. Feeling there is no room in heart and mind for any new person's problems [ ]
- 36. Noticing self-talk like "There is nothing left in the tank, nothing to give!" [ ]
- 37. Having rising numbers of incomplete tasks, projects and assignments [ ]
- 38. Experiencing being driven to find distractions from feeling overwhelmed [ ]
- 39. Having negative feelings about others who need ministry and care [ ]
- 40. Wondering if it is worth continuing in ministry and reflect on giving up [ ]
- 41. Coming out of ministry times feeling tired but encouraged and fulfilled [ ]
- 42. Fantasising about taking up another vocation, moving somewhere completely new, (even doing something unethical to get fired) [ ]
- 43. Experiencing frequent unexplained somatic symptoms such as:  
Headache, chronic back ache, chest pain, abdominal cramps or wind,  
mouth ulcers, diarrhea, indigestion, skin rash, persistent colds, allergies,  
sinusitis, accidents, etc (1 point for each symptom if occurrence is  
monthly or less, 2 points if more than once a month, circle and total  
any that apply as worth 1 or 2 points) [ ]
  
- Subtotal (from column above) [ ]
- Subtract items in indented boxes [ ]

**Total (~150)** [ ]

Key: < 25 This is in the low to normal range of burnout symptoms  
 >25 - <60 Some indicators of exhaustion and burnout  
 >60 - <100 Take measures to address burnout symptoms  
 > 100 Seek a clinical diagnosis from a professional counselor or  
 psychologist

## Burnout Prevention Strategies

This brief checklist has been designed to help you assess for yourself important ways to prevent burnout. Record your score for each question (Note: some questions range from 5 to 0 others from 4 or 3 to 0)

- 1 Do you have a full day off to do something refreshing and re-energising? [     ]  
(5 - Weekly, 4 - Mostly, 3 - Frequently, 1 - Occasionally, 0 – Never)
  
- 2 Do you take time out for yourself to think, reflect, meditate and pray? [     ]  
(5 - Daily, 3 - Frequently, 1 - Occasionally, 0 - Seldom or never)
  
- 3 Do you take good holidays in which you get away, about 3 - 4 weeks in each year? [     ]  
(5 - Every year, 3 - Some years, 1 - Occasionally, 0 - Never)
  
- 4 Do you do some aerobic exercise for at least half an hour at a time? [     ]  
(5 - 3 to 5 times a week, 3 - Frequently, 1 - Occasionally, 0 - Seldom or never)
  
- 5 Do you do something for fun or enjoyment Eg. Game, bushwalk, golf, movie, concert? [     ]  
(4 - Weekly, 3 - Monthly, 1 - Occasionally, 0 - Never)
  
- 6 Do you have a deep sense of call to ministry and passion to serve [     ]  
(5 – Strong clear ongoing call, 3 – I feel committed,  
1 – This is what I do , 0 – I am unsure of my call)
  
- 7 Do you listen and respond to your body messages (symptoms, illnesses, etc)? [     ]  
(5 - Always, 3 - Mostly, 1 - Occasionally, 0 - Seldom or never)
  
- 8 IF SINGLE: Do you have friends with whom you can share at a feelings level? [     ]  
(5 - Regularly, 4 - Frequently, 3 - Occasionally, 0 - Seldom or never)
  
- 9 IF MARRIED (or in relationship): how often do you talk together at a heart level? [     ]  
(5 - Daily, 3 - Frequently, 1 - Occasionally, 0 - Seldom or never)
  
- 10 Do you share your *stressors [cares, problems, struggles, needs]* with others & God? [     ]  
(5 - Regularly, 3 - Frequently, 1 - Occasionally, 0 - Seldom or never)
  
- 11 How would you describe your ability to communicate with others? [     ]  
(5 - Excellent, 3 - Fair, 1 - Difficult, 0 - Poor)
  
- 12 Do you sleep well (8-9 hours per night)? [     ]  
(3 - Frequently, 1 - Occasionally, 0 - Seldom or never)
  
- 13 Are you able to say "No!" to inappropriate or excessive demands on you ? [     ]  
(3 - Always, 2 - Mostly, 1 - Occasionally, 0 - Seldom or never)
  
- 14 Do you set realistic goals for your life, both long and short term? [     ]  
(5 - Regularly, 3- Frequently, 1 - Occasionally, 0 - Seldom or never)
  
- 15 Are you careful to eat a good balanced diet? [     ]  
(5 - Always, 3 - Mostly, 2 - Not often, 0 - A lot of junk food)
  
- 16 Is your weight appropriate for your height? [     ]  
(3 - Consistently, 2 - A battle to keep it down, 0 - Overweight)

- 17 How would you describe the amount of touch you get in your life? [     ]  
 (5 - Plenty, 3 - Just enough, 1 - I miss out, 0 - I am rarely touched)
- 18 Can you deal with anger without repressing or dumping it on others? [     ]  
 (5 - Always, 4 - Mostly, 2 - Occasionally, 1 - Rarely, 0 - Never)
- 19 Do you have a good "belly laugh"? [     ]  
 (3 - At least daily, 2 - Frequently, 1 - Seldom, 0 - never)
- 20 Do you have a creative hobby time ( E.g. Gardening, reading, music)? [     ]  
 (4 - Weekly, 2 - Occasionally, 1 - Rarely, 0 - Never)
- 21 Do you nurture your self-esteem (E.g. with self affirmations)? [     ]  
 (5 - Regularly, 3 - Frequently, 1 - Occasionally, 0 - Rarely or never)
- 22 Do you practice forgiveness of others who have hurt you? [     ]  
 (5 - Regularly, 3 - Occasionally, 1 - Rarely, 0 - Never)
- 23 Have you dealt with old hurts and "baggage" from the past? [     ]  
 (5 - All that you are aware of, 3 - Most of it, 0 - A lot left yet)
- 24 Do you practice any muscle relaxation or slow breathing technique? [     ]  
 (5 - Daily, 3 - Frequently, 1 - Occasionally, 0 - Seldom or never)
- 25 Do you have healthy boundaries between work and home-life? [     ]  
 (5 - I do not bring ministry work home, 3 – I sometimes get caught  
 with work at home, 1 – Ministry and home-life and mixed together)
- 26 Do you have people who care for, pray for and support you? [     ]  
 (5 – a regular group, 3 – a few people occasionally, 1 – only one person  
 0 – no one)
- 27 Do you meet with a mentor, spiritual director or soul friend [     ]  
 (5 – regularly, 3 – occasionally, 1 – maybe annually, 0 – I do not have a mentor)
- 28 Do you have a positive focus on what is going well [     ]  
 (5 – I am very positive, 3 – I see most things positively, 1 – I tend to be  
 problem focused, 0 – I am a strongly problem focused)
- [Total (100)]** [     ]

**Over 60 – You have a wide range of preventative measures in place.**

**Over 40 – You have adequate measures in place but should adopt more.**

**Under 30 – You should make adoption of some of these measures a priority.**

What reflections do you have from completing this inventory for developing preventative strategies for yourself?