Zero Burnout Program

Mini Z survey 2.0 (for individual scoring)

Score	For questions 1-10, please indicate the best answer. (Numeric score indicated by number next to response.)
	1. Overall, I am satisfied with my current job:
	5=Agree strongly 4=Agree 3=Neither agree nor disagree 2=Disagree 1=Strongly disagree
	2. Using your own definition of "burnout", please choose one of the numbers below:
	5=I enjoy my work. I have no symptoms of burnout. 4=I am under stress, and don't always have as much energy as I did, but I don't feel burned out. 3=I am beginning to burn out and have one or more symptoms of burnout, e.g. emotional exhaustion. 2= The symptoms of burnout that I'm experiencing won't go away. I think about work frustrations a lot.* 1=I feel completely burned out. I am at the point where I may need to seek help. * *If you select 1 or 2, please consider seeking assistance – call your insurance provider or employee assistance plan (EAP)
	3. My professional values are well aligned with those of my clinical leaders:
	5=Agree strongly 4=Agree 3=Neither agree nor disagree 2=Disagree 1=Strongly disagree
	4. The degree to which my care team works efficiently together is:
	1=Poor 2=Marginal 3=Satisfactory 4=Good 5=Optimal
	5. My control over my workload is:
	1 = Poor 2 = Marginal 3 = Satisfactory 4 = Good 5 = Optimal
	6. I feel a great deal of stress because of my job
	1=Agree strongly 2=Agree 3=Neither agree nor disagree 4=Disagree 5=Strongly disagree
	7. Sufficiency of time for documentation is:
	1 = Poor 2 = Marginal 3 = Satisfactory 4 = Good 5 = Optimal
	8. The amount of time I spend on the electronic medical record (EMR) at home is:
	1=Excessive 2=Moderately high 3=Satisfactory 4=Modest 5=Minimal/none
	9. The EMR adds to the frustration of my day:
	1=Agree strongly 2=Agree 3=Neither agree nor disagree 4=Disagree 5=Strongly disagree
	10. Which number best describes the atmosphere in your primary work area?
	Calm Busy, but reasonable Hectic, chaotic 5 4 3 2 1
11. Tel	Il us more about your stresses and what we can do to minimize them:
Total S	core
Scoring your Mini Z: add the numbered responses from questions 1-10. Range 10-50 (>= 40 is a joyful workplace).	
<u>-</u>	Subscale 1 (supportive work environment) = add the numbered responses to questions 1-5. Range 5-25 (>= 20 is a highly supportive practice!).
	Subscale 2 (work pace and EMR stress) = add the numbered responses to questions 6-10. Range 5-25 (>= 20 is an office with reasonable pace and manageable EMR stress!).

The Mini Z was developed by Dr. Mark Linzer and team at Hennepin Healthcare, Minneapolis MN. The mini Z survey tools can be used for research, program evaluation and education capacities without restriction. Permission for commercial or revenue-generating applications of the mini Z must be obtained from Mark Linzer, MD or the Hennepin Healthcare Institute for Professional Worklife prior to use: www.professionalworklife.com. Questions drawn mainly from the Physician Worklife Study, MEMO study, and Healthy Workplace study.