



The Happy Healthy Nonprofit: The Nonprofit Burnout Assessment

The following assessment can help become more aware of your stress symptoms before burnout takes its toll.

This assessment is not a clinical diagnostic instrument and is provided for informational purposes only. If you have any concerns about your state of physical or mental health, consult with a medical professional.

Review each statement and place an “X” in the column that best scores the frequency with which you identify with each feeling described.

Use this scale:

- 0=Not at all
- 1=Rarely
- 2=Sometimes
- 3=Often
- 4=Very Often

Statements	0	1	2	3	4
Physical and Emotional					
I feel run down and drained of physical or emotional energy					
I have trouble sleeping at night					
I get aches and pains and other physical symptoms					
I have a loss of appetite or overeat/drink unhealthy foods					
I have trouble paying attention and concentrating on important tasks					
I am forgetful					
I feel anxiety, depression, or anger towards work					
Signs of Cynicism and Detachment					
I have negative thoughts about my work					
I have less empathy with co-workers or clients than they deserve					
I am easily annoyed and irritated by problems or by my co-workers or clients					
I feel that I am not fulfilled doing my job					
I feel less curiosity, excitement, joy, passion, or hope about my work					
I feel misunderstood or unappreciated at work					
I feel I have no one I can talk to					
Signs of Ineffectiveness and Lack of Accomplishment					
I feel I am not learning anything new at work or gaining new skills					
I feel I am achieving less than I should					
I feel tremendous unpleasant pressure to succeed					
I feel I am in the wrong profession or organization					
I am frustrated or bored with my job					
I feel overwhelmed at work with all I have to get done					
I feel I do not have enough time to do many of the tasks that					

are important to doing a high quality job					
I feel I do not have enough planning time.					
TOTAL					

Now tally up the number of 1's, 2's, 3's and 4's you've marked. Add all numbers together until you have a single score. Once you have your total, find where you fall in the Nonprofit Passion Continuum below.

Step 1: Passion Driven

Score: 0-22

You still have a passionate belief in the cause and your organization's mission. If you are working harder because of limited resources, your idealism, energy, and positive attitude will only carry you so far. You may get away with not having a solid Self-Care Plan for a while, but having one in place will help you sustain your passion.

Step 2: Passion Waning

Score: 23-44

You're not yet in a state of emergency, but this stage can be deceiving. If you dismiss any stress you might be experiencing as insignificant, you begin to tip the scales toward burning out. Examine your behaviors. If you respond to stress with negative behaviors, start making better choices to enhance your wellbeing. Do not self-sacrifice and neglect setting up a Self-Care Plan. Get started with changing habits now.

Step 3: Passion Challenged

Score: 45-66

At this stage, a Self-Care Plan is mission-critical to improving your wellbeing and reigniting your passion. You may not be able to control the stress that is affecting you, but you can start controlling how you react. Consult a medical or mental health professional about any physical symptoms or signs of stress or depression you are experiencing.

Step 4: Passion Depleted

Score: 67-88

Get help now! You are one step away from self-destruction. See a medical or mental health professional immediately about your physical symptoms or signs of stress or depression. Once you get professional healthcare guidance, return to this book and assemble your Self-Care Plan to support your return to wellbeing.