Workplace Strategies for Mental Health

Compliments of Canada Life

Is your organization at risk for burnout?

The following statements are related to workplace risks that could lead to employee burnout. This isn't a diagnosis; it's a tool to help assess your organizations' response to work-related stress.

Instructions Read the statements carefully and indicate how each of them resonates with your organization.	**1** Never	**2** Rarely	**3** Sometimes	**4** Most of the time	**5** All the time
1. The work environment is stressful.	○	○	○	○	○
2. Employees are under pressure to perform.	○	○	○	○	○
3. There's no flexibility in how or when work is done.	○	○	○	○	○
4. Frontline employees are excluded from work decisions.	○	○	○	○	○
5. Social connections are discouraged in our workplace.	○	○	○	○	○
6. Interactions in our workplace are disrespectful.	○	○	○	○	○
7. Employees regularly work overtime.	○	○	○	○	○
8. Employees are often absent.	○	○	○	○	○
9. There is poor communication within the organization.	○	○	○	○	○
10. Employees' efforts go unrecognized.	○	○	○	○	○
11. Employees complain about workload stress.	○	○	○	○	○
12. Employee mental health and wellbeing is their own responsibility.	○	○	○	○	○
13. It's a challenge for employees to show up on time.	○	○	○	○	○
14. Employees' are unhappy with their jobs.	○	○	○	○	○
15. Employee motivation is low.	○	○	○	○	○

Total: 0

Reset form

All 15 rows must be answered to ensure your total is accurate.



What now?

This tool isn't meant to be used for diagnosis. These statements reflect some of the work conditions reported by those who have experienced burnout. They're offered to help you reflect on risk factors that your organization can address. To seek more in-depth information on burnout please see the references cited on **clwsmh.com**.

What does the score say about my organization?

The scoring is based on how you ranked each of the statements from 1-5. Once you are done add up your scores – One point for each item in column one, two points for each item in column two, etc.

15-20

Very few risk factors. Keep up the good work. Check out the **On the agenda workshop series** by searching for it on **clwsmh.com**. You'll find some great ideas on how to continue to engage and collaborate with your employees.

21-35

There may be some risk factors. It's recommended that you begin to take steps to reduce your risk of burnout. Please see **Burnout response for leaders** by searching for it on **clwsmh.com**.

36-49

There are a moderate number of risk factors. Take steps to prevent burnout by working with your leaders to identify and reduce the risk. Please check out **Burnout response for leaders** by searching for it on **clwsmh.com**

50-75

You report serious risk factors. Please consider reviewing the **Preventing employee stress** program by searching for it on **clwsmh.com**. This can help to launch an organization-wide strategy to prevent burnout.

All Workplace Strategies resources are available to anyone at no cost, compliments of Canada Life.

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