**Mini Z survey (inclusive)**

**For questions 1-10, please indicate the best answer. [Note: do not include scoring in administration of survey]**

**1. Overall, I am satisfied with my current job.** [Scoring: Responses 1-2 = satisfied]

1-Agree strongly 2-Agree   3-Neither agree nor disagree 4-Disagree 5-Strongly disagree

**2. I feel a great deal of stress because of my job.** [Scoring: Responses 1-2 = high stress]

1-Agree strongly 2-Agree   3-Neither agree nor disagree 4-Disagree 5-Strongly disagree

**3. Using your own definition of “burnout”, please circle one of the answers below:** [Scoring: responses 3-5 = burnout]

1. I enjoy my work. I have no symptoms of burnout.   
2. 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 definitely burning out and have one or more symptoms of burnout, e.g. emotional exhaustion.   
4. The symptoms of burnout that I’m experiencing won’t go away. I think about work frustrations a lot.   
5. I feel completely burned out. I am at the point where I may need to seek help.

**4. My control over my workload is:** [Scoring: Responses 3-5 = satisfactory control]

1 – Poor 2 – Marginal 3 – Satisfactory 4 – Good 5 – Optimal

**5. Sufficiency of time for completing my work is:** [Scoring: Responses 3-5 = satisfactory time to complete work]

1 – Poor 2 – Marginal 3 – Satisfactory 4 – Good 5 – Optimal

**6. Which number best describes the atmosphere in your primary work area?** [Scoring: Responses 4-5 = chaos]

Calm Busy, but reasonable Hectic, chaotic   
1 2 3 4 5

**7. My professional values are well aligned with those of my direct leaders:** [Scoring: Responses 1-2 = high values alignment]

1-Agree strongly 2-Agree   3-Neither agree nor disagree 4-Disagree 5-Strongly disagree

**8. The degree to which my team works efficiently together is:** [Scoring: Responses 3-5 = good teamwork]

1 – Poor 2 – Marginal 3 – Satisfactory 4 – Good 5 – Optimal

**9. The amount of time I spend on work at home is:** [Scoring: Responses 1-2 = too much work at home]

1 – Excessive 2 – Moderately high 3 – Satisfactory 4 – Modest 5 – Minimal/none

**10. My work day is mainly frustrating:** [Scoring: Responses 3-5 = not frustrated with work day]

1=Agree strongly 2=Agree   3=Neither agree nor disagree 4=Disagree 5=Strongly disagree

**11. Tell us more about your stresses and what we can do to minimize them:**

**Please tell us about yourself:**  
**What is your current position/role:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

(optional) **Gender:** \_\_\_\_\_\_ Woman \_\_\_\_\_\_ Man \_\_\_\_\_\_\_\_\_\_Gender Non-binary\_\_\_\_\_\_\_\_ Other  
\_\_\_\_\_\_\_\_\_ Prefer not to answer (Select all that apply)   
(optional) **Race:** \_\_\_ Black or African American \_\_ Asian \_\_\_ Native American \_\_\_\_\_Middle Eastern or North African  
 \_\_\_Native Hawaiian or Other Pacific Islander \_\_\_White \_\_\_\_\_\_Other (Select all that apply)  
(optional) **Ethnicity:** \_\_\_Latin@/Hispanic