**Mini Z survey for researchers (Mini Z-R)**

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| **Score** |
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**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 circle one of the answers 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 definitely burning 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 this response, please consider seeking immediate support.\*\*

**3. My professional values are well aligned with those of my department leaders:**

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

**4. The degree to which my research 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. Which number best describes the atmosphere in your primary work area?**

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

**8. I have adequate time to perform the clinical, research, and administrative aspects of my job:**

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

**9. The amount of time I spend on grant and manuscript writing at home is:**

1=Excessive 2=Moderately high 3=Reasonable 4=Modest 5=Minimal/none

**10. The stress that results from the need to obtain extramural research funding is:**

1=Minimal 2 =Modest 3=Moderate 4=Severe 5=Overwhelming

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

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**Total Score**

Scoring your Mini Z for researchers: add the numbered responses from questions 1-10. Range 10-50 ( >= 40 is a joyful workplace).

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Subscale 1 (supportive work environment) = add the numbered responses to questions 1-5. Range 5-25 ( >= 20 is a highly supportive practice!).

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Subscale 2 (work pace and research stress) = add the numbered responses to questions 6-10. Range 5-25 ( >= 20 is an office with good pace and manageable research stress!).

**Please tell us about yourself:**  
**Are you:** \_\_\_ MD/DO \_\_\_\_ PhD\_\_\_\_ Other (specify):\_\_\_\_\_\_\_\_\_\_\_\_

**Number of years since completing research training:**\_\_\_\_\_ **% effort currently supported for research:\_\_\_\_%  
What % of your effort is supported by you as PI? \_\_\_\_%  
Are you part of a group of researchers who share grant writing and support each other? Y / N**

(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

*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.  
Questions drawn mainly from the Physician Worklife Study, MEMO study, and Healthy Workplace study.*