**Mini Z survey (inclusive)**

**For questions 1-10, please indicate the best answer. [Note: do not include scoring in administration of survey] (Scoring targets in parenthesis and may change somewhat by work role.)**

**1. Overall, I am satisfied with my current job.** [Scoring: Responses 1-2 = satisfied] (Target = >80% 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] (< 30% stressed)

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]  
(< 20% burned out)

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] (< 25% poor 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] (>75% 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] (< 40% chaotic work environment)

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] (>80% values aligned)

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] (> 80% efficient 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] (<20% excessive 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] (<20% frustrated with work)

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:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

1. **(optional) Please specify your gender**
   1. Female
   2. Male
   3. Non-Binary/Third Gender
   4. Prefer not to answer
2. **(optional) Please specify your ethnicity** 
   1. Asian/Pacific Islander
   2. Black/African American
   3. Hispanic/Latino
   4. Native American or American Indian
   5. White/Caucasian
   6. Prefer not to answer
   7. Other (please specify)