**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 the IPW 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:* [*www.professionalworklife.com*](http://www.professionalworklife.com)*. Questions drawn mainly from the Physician Worklife Study, MEMO study, and Healthy Workplace study. Others have contributed to the Mini Z-R©.*