**The Mini-Z Worklife Questionnaire for Leaders**

**For questions 1-14, please select the best answer. [Note: do not include scoring in administration of survey]**

**1. Overall, I am satisfied with my current job:** [Scoring: Responses 4-5 = satisfied]

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

**2. I feel a great deal of stress because of my job:** [Scoring: Responses 4-5 = high stress]

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

**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.    
\*If you selected response 4 or 5 you have high burnout, please consider reaching out to your employee assistance program.

**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 clinical documentation is:** [Scoring: Responses 3-5 = satisfactory time to complete work]

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

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

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

**7. Which number best describes the atmosphere in your clinical work area?** [Scoring: Responses 4-5 = chaotic]

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

**8. Which number best describes the atmosphere in your administrative work area?** [Scoring: Responses 4-5 = chaotic]

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

**9. My professional values are well aligned with the person(s) I report to:** [Scoring: Responses 4-5 = high values alignment]

Strongly disagree Disagree Neither agree nor disagree Agree Strongly agree

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

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

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

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

**12. 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

**13. What is the likelihood of you choosing to leave your current administrative role within two years?** [Scoring: Responses 3-5 = likely to leave work]

1 –None 2-Slight 3-Moderate 4-Likely 5-Definitely

**14. In my organization, there is a high degree of organizational trust.** [Scoring: Responses 4-5 = high trust]

1 - Not at all 2- Slight 3- Moderate 4-Good 5-To a great extent

**15. Tell us more about your stresses and what can be done to minimize them:**

**Please tell us about yourself:**

**Number of years at (YOUR INSTUTITIONS NAME):** \_\_\_\_\_\_\_

**Role/Title:** (options: My primary administrative work role is…, Chief of…, Physician member of…, Executive leadership, other)

**Gender (optional):** \_\_\_\_\_\_ Woman \_\_\_\_\_\_ Man \_\_\_\_\_\_ Transgender \_\_\_\_\_\_Gender Non-binary\_\_\_\_\_\_\_\_ Other  
\_\_\_\_\_\_\_\_\_ Prefer not to answer (Select all that apply)

**Race (optional):** \_\_\_\_\_\_ White \_\_\_\_\_\_ Black or African American \_\_\_\_\_\_ Latino/a \_\_\_\_\_\_\_ Asian \_\_\_\_\_\_ Native Hawaiian or Other Pacific Islander \_\_\_\_\_\_ Native American or Alaska Native \_\_\_\_\_\_ Middle Eastern or North African \_\_\_\_\_\_ Other \_\_\_\_\_\_ Prefer not to answer (Select all that apply)