

Mini Z survey

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 for documentation]

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 care 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:

Z Zero
Burnout
Program

Please tell us about yourself:

What is your current position/role: _____

Please tell us the number of years in your current role: _____

(optional) **Gender:** _____ Female _____ Male

(optional) **Race:** ___ Black or African American ___ Asian ___ Native American
___ Native Hawaiian or Other Pacific Islander ___ White

(optional) **Ethnicity:** ___ Latino/Hispanic

**The Mini Z was developed by Dr. Mark Linzer and team at Hennepin County Medical Center, Minneapolis MN. For more information please view our website: <http://www.cpperesearch.org/>*