

# EMPLOYEE BURNOUT SCORECARD

The World Health Organization (WHO) now considers burnout to be a syndrome. The WHO's decision to upgrade burnout to a syndrome and provide a detailed set of symptoms communicates its serious stance on the dangers of burnout. Additionally, the WHO clarified in a public statement that burnout is an "occupational phenomenon" resulting "from chronic workplace stress that has not been successfully managed." Managers can use this scorecard to evaluate whether their employees are experiencing burnout.

**INSTRUCTIONS:** Begin by answering the questions below. Each response will be given a numerical value depending on the answer. After completing the questions, total your score using the scale at the bottom of the page.

- **YES:** 2 points      - **NO:** 0 points      - **UNSURE:** 2 points

QUESTION	YES	NO	UNSURE	SCORE
1. Does the employee seem suddenly disengaged?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2. Is the employee exhibiting signs of exhaustion (e.g., dark circles under their eyes, or difficulty staying awake or focused)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3. Has the employee unexpectedly missed multiple days of work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4. Has the employee missed deadlines?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
5. Does the employee seem to be withdrawn from their work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
6. Is the employee more distant than usual?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
7. Is the employee more emotional than usual?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
8. Has the employee expressed concern over their workload?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

<b>TOTAL SCORE:</b>				
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**Low risk.** Contact Alper Services, LLC to confirm: 0-6

**Moderate risk.** Contact Alper Services, LLC today: 7-13

**High risk.** Contact Alper Services, LLC today: 14-20

