



Rating scale: How burnout prone is your organisation?

A questionnaire for group members to complete and discuss

1. PLANNING & PROJECT MANAGEMENT: How clear are your group's goals and priorities?

1	2	3	4	5
Very unclear				Well planned/clear

2. EXPECTATIONS: How clear is it to each worker (including volunteers) what is expected of her/him?

1	2	3	4	5
Very unclear/ conflicting				Clear/congruent

3. EVALUATION: How often does your group evaluate what it has achieved?

1	2	3	4	5
Never				Very often

4. CELEBRATING & ACKNOWLEDGING ACHIEVEMENTS: How often does your group celebrate successes & achievements?

1	2	3	4	5
Never				Frequently

5. INDIVIDUAL NEEDS: How much value does your group put on individual needs and opportunities for development?

1	2	3	4	5
None				High priority

6. PRESSURE, TENSION & URGENCY: What is the overall pace and intensity like?

1	2	3	4	5
Unrelentingly urgent & intense				Relaxed, steady pace

7. WORK CONDITIONS: In general what are the resources (equipment, venue, wages) like for your group?

1	2	3	4	5
Poor				Very good

8. GENERAL WORKING ATMOSPHERE: What is the atmosphere in your workplace?

1	2	3	4	5
Chaotic/ disorganised				Centred/organised

9. AUTONOMY: How satisfied are you with your level of autonomy in your work?

1	2	3	4	5
Very dissatisfied				Very satisfied

10. SUPERVISION: How satisfied are you with the quality of supervision you receive?

1	2	3	4	5
Very dissatisfied				Very satisfied

11. DEALING WITH CONFLICT: How effective is your group at resolving conflict constructively?

1	2	3	4	5
Totally ineffective				Highly effective

After each person responds to all the questions, encourage people to tally their scores (out of 55).

Facilitate discussion about their responses and scores. What insights come up about their organisation and its priorities?

Source: Katrina Shields (1991) *In the Tiger's Mouth: An Empowerment Guide for Social Action*, Millennium Books, Blacktown, pp. 164-165.