

Reliable instruments to measure physician burnout



Before selecting a burnout measure, consult with your engagement survey vendor to see if they offer a supplemental burnout bundle that can be added to your existing survey to reduce survey fatigue. If unavailable, use the table below to compare popular burnout measures.

Measure	Description	Health Care Specific?	Publically Available?	National Benchmarks?	Freely available?
American Medical Association “Mini Z”	<ul style="list-style-type: none"> The PWLS Single-Item Measure and 10 additional statements with Likert scale Measures work satisfaction and engagement 	✓	✓		✓
Maslach Burnout Inventory (MBI) – Human Services Survey for Medical Personnel	<ul style="list-style-type: none"> 22 positive statements with Likert scale Measures three components of burnout: emotional exhaustion, depersonalization, and diminished sense of accomplishment Available in multiple formats Most frequently-cited measure 	✓		✓	Purchase through Mind Garden Cost: \$15 per physician or \$200 per organization
Physician Work Life Study (PWLS) Single-Item Measure	<ul style="list-style-type: none"> 1-item measure Measures emotional exhaustion (one of the three key elements of physician burnout in the MBI) 	✓	✓		✓
Professional Quality of Life Scale (ProQOL)	<ul style="list-style-type: none"> 33 statements with Likert scale Measures compassion, satisfaction, burnout, and secondary traumatic stress 		✓		
Stanford Professional Fulfillment Index	<ul style="list-style-type: none"> 16 statements with Likert scale Measures professional fulfillment, exhaustion, and interpersonal disengagement 	✓	✓		Free for certain uses ¹
Well-Being Index (WBI)	<ul style="list-style-type: none"> Seven “yes” or “no” questions and two statements with Likert scale Evaluates multiple dimensions of distress, including burnout, fatigue, low mental/physical quality of life, depression, and anxiety/stress Available in multiple formats 	✓		✓	Purchase through Well-Being Index Cost: free for individuals, \$5,000-\$20,000 a year for organizations

Source: “Mini Z Burnout Survey,” AMA STEPS Forward, http://www.eedsfiles.com/Activity_Files/033170194/4911.pdf; Maslach C, Jackson S, “MBI: Human Services Survey for Medical Personnel,” Mind Garden, <https://www.mindgarden.com/315-mb-i-human-service-s-surv-ey-medical-personnel>; Dolan ED, et al., “Using a single item to measure burnout in primary care staff: a psychometric evaluation,” *J Gen Intern Med*, 30, no. 5 (2014): 582-7, <https://www.ncbi.nlm.nih.gov/pmc/articles/PM4395610/>; Stamm B.H., “Professional Quality of Life Scale: Compassion Satisfaction and Compassion Fatigue,” ProQOL.org, https://proqol.org/uploads/ProQOL_5_English.pdf; Trockel M, et al., “A Brief Instrument to Assess Both Burnout and Professional Fulfillment in Physicians,” *Acad Psychiatry*, 42, no. 1 (2018): 11-24, <https://doi.org/10.1007/s40596-017-0849-3>; “Well-Being Index,” Mayo Clinic, <https://www.mededwebs.com/well-being-index>; Physician Executive Council interviews and analysis.

1. Free for non-profits using for research or program evaluation. For commercial use or by for-profit organizations, contact Stanford Risk Authority at welness.surveyteam@TheRiskAuthority.com.