**MDR 6 Alban Institute Burnout Inventory (AIBI)**



**This is an optional set of questions which help you to assess your current stress levels.**

**Survey Questions:** *(circle an appropriate number for you)*

1. The extent to which I am feeling negative or cynical about the people with whom I work (despairing of my ability to change and grow).

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Optimistic about attenders | 1 | 2 | 3 | 4 | 5 | 6 | Cynical about attenders |

2. The extent to which I have enthusiasm for my work (I enjoy my work and look forward to it regularly).

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| High internal energy for my work | 1 | 2 | 3 | 4 | 5 | 6 | Loss of enthusiasm for my job |

3. The extent to which I invest myself emotionally in my work in congregation/parish.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Highly invested emotionally | 1 | 2 | 3 | 4 | 5 | 6 | Withdrawn and detached |

4. The extent to which fatigue and irritation are part of my daily experience.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Cheerfulness high energy much of the time | 1 | 2 | 3 | 4 | 5 | 6 | Tired and irritated much of the time |

5. The extent to which my humour has a cynical, biting tone.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Humour reflects a positive joyful attitude | 1 | 2 | 3 | 4 | 5 | 6 | Humour cynical and sarcastic |

6. The extent to which I find myself spending less and less time with attenders.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Eager to be involved with attenders | 1 | 2 | 3 | 4 | 5 | 6 | Increasing withdrawal from attenders |

7. The extent to which I am becoming less flexible in my dealings with attenders.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Remaining open and flexible with attenders’ needs and wants | 1 | 2 | 3 | 4 | 5 | 6 | Becoming more fixed and rigid in dealing with attenders |

8. The extent to which I feel supported in my work.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Feeling fully supported | 1 | 2 | 3 | 4 | 5 | 6 | Feeling alone and isolated |

9. The extent to which I find myself frustrated in my attempts to accomplish tasks important to me.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Reasonably successful in accomplishing tasks | 1 | 2 | 3 | 4 | 5 | 6 | Mainly frustrated in accomplishing tasks |

10. The extent to which I am invaded by sadness I can’t explain.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Generally optimistic | 1 | 2 | 3 | 4 | 5 | 6 | Sad much of the time |

11. The extent to which I am suffering from physical complaints (eg aches, pains, headaches, lingering colds).

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| --- | --- | --- | --- | --- | --- | --- | --- |
| Feeling healthy most of the time | 1 | 2 | 3 | 4 | 5 | 6 | Constantly irritated by physical ailments |

12. The extent to which I blame others for problems I encounter.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Minimal blaming or scapegoating | 1 | 2 | 3 | 4 | 5 | 6 | Others are usually to blame for the malaise I am feeling |

13. The extent to which I feel guilt about what is not happening in this congregation or with attenders.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Guilt free | 1 | 2 | 3 | 4 | 5 | 6 | Feeling guilty much of the time |

14. I am biding my time until retirement or a change of job

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Highly engaged in my work | 1 | 2 | 3 | 4 | 5 | 6 | Doing what I must to get by |

15. The extent to which I feel used up and spent.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| High source of energy for my work | 1 | 2 | 3 | 4 | 5 | 6 | Feeling empty and depleted |

The Alban Institute reclassifies leaders into four categories depending on their total AIBI. For the NCLS these four categories are:

 Under 30 Burnout is not an issue

 31 to 45 Borderline to burnout (issues can be resolved)

 46 to 60 Burnout is a significant issue (coping but reorganisation needed)

 Over 60 Extreme burnout

The overall scores show that for 21% of Anglican and Protestant church leaders, burnout is not an issue. However, 55% of leaders could be described as borderline to burnout. Another 19% experience burnout as an issue in their lives, with a further 4% in extreme crisis.