

**Environmental Scan:** Some options and considerations for measuring physician well-being, burnout and depression. For more information, e-mail [engagement@doctorsofbc.ca](mailto:engagement@doctorsofbc.ca).

Tool	Info	Strengths	Opportunities/Challenges
<b>Measures of Wellbeing</b>			
<a href="#">MAYO CLINIC WELL-BEING INDEX</a>	<ul style="list-style-type: none"> <li>• 9 items</li> <li>• Less than 1 min to complete</li> <li>• Measures 6 dimension of wellness (meaning in work, severe fatigue, quality of life, likelihood of burnout, work-life integration, suicidal ideation)</li> <li>• 7 yes/no questions, 2 likert responses</li> </ul>	<ul style="list-style-type: none"> <li>• Low-barrier</li> <li>• Intended for continuous measurement of well-being</li> <li>• Scores based on normative data. National benchmark data available to US physicians and med trainees.</li> <li>• Well-validated</li> <li>• Anonymous</li> <li>• Developed by physicians for physicians</li> </ul>	<ul style="list-style-type: none"> <li>• Costly license fee</li> <li>• Unclear on number of Canadian Physicians who have completed it.</li> <li>• Data stored in the USA</li> </ul>
<a href="#">Mental Health Continuum – Short Form</a>	<ul style="list-style-type: none"> <li>• 14 item questionnaire</li> <li>• Measures 3-factor model of positive mental health (emotional, social and psychological)</li> <li>• Likert responses</li> </ul>	<ul style="list-style-type: none"> <li>• Low-barrier, but longer than WBI</li> <li>• Reliable and valid, including across cultures</li> <li>• No cost and flexible to administer</li> <li>• Used in the CCHS and CMA Physician Wellness Survey, if interested in comparative analysis</li> </ul>	<ul style="list-style-type: none"> <li>• Not physician specific, but has been used to measure physician wellness before</li> <li>• scoring is slightly more complex</li> </ul>
<a href="#">Stanford Professional Fulfillment Index</a>	<ul style="list-style-type: none"> <li>• 16 item questionnaire</li> <li>• Measures burnout (work exhaustion and interpersonal disengagement) and professional fulfillment.</li> <li>• Likert responses</li> </ul>	<ul style="list-style-type: none"> <li>• Physician specific, developed with physician input</li> <li>• Well-validated</li> <li>• No cost for non-profit organizations but should confirm with Stanford Risk Authority (<a href="mailto:wellness.surveyteam@TheRiskAuthority.com">wellness.surveyteam@TheRiskAuthority.com</a>)</li> </ul>	<ul style="list-style-type: none"> <li>• Medium barrier</li> <li>• Might have a costs associated, depending on the situation</li> </ul>
<b>Measures of Burnout</b>			
<a href="#">Mini-Z</a>	<ul style="list-style-type: none"> <li>• 10 item questionnaire</li> <li>• Based on the Physician Worklife Survey and the</li> </ul>	<ul style="list-style-type: none"> <li>• Low-barrier</li> <li>• Physician-specific</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>

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	<p>Minimizing Error, Maximizing Outcomes (MEMO) study</p> <ul style="list-style-type: none"> <li>Assesses 3 outcomes (burnout, stress and satisfaction) and seven drivers of burnout (work control, work chaos, teamwork, values alignment with leadership, documentation time pressure, EMR use at home and EMR proficiency)</li> </ul>	<ul style="list-style-type: none"> <li>External validation against Maslach Burnout Inventory (MBI) and internal consistency</li> <li>Questions are specific enough to inform follow up activities to address needs.</li> <li>Free</li> </ul>	
<a href="#">Maslach Burnout Inventory</a>	<ul style="list-style-type: none"> <li>50 item questionnaire</li> <li>10-15 mins to complete</li> <li>Measures emotional exhaustion, depersonalization, personal accomplishment</li> </ul>	<ul style="list-style-type: none"> <li>Highly validated</li> <li>Medical Personnel specific</li> </ul>	<ul style="list-style-type: none"> <li>Very long</li> <li>Not physician-specific</li> <li>Requires purchasing license (cost depends on # of surveys completed, \$200 for group report)</li> </ul>
<a href="#">Copenhagen Burnout Inventory</a>	<ul style="list-style-type: none"> <li>19 item questionnaire</li> <li>Measures personal (physical and psychological fatigue and exhaustion), work (work related physical and psychological fatigue and exhaustion) and client-related burnout</li> <li>Likert scale questions</li> </ul>	<ul style="list-style-type: none"> <li>Validated</li> <li>Free</li> </ul>	<ul style="list-style-type: none"> <li>Long</li> <li>Not physician specific, but studies have used this tool with physicians</li> </ul>
<a href="#">Oldenburg Burnout Inventory</a>	<ul style="list-style-type: none"> <li>16 item questionnaire</li> <li>Measures exhaustion (physical, cognitive and</li> </ul>	<ul style="list-style-type: none"> <li>Validated</li> <li>Free</li> </ul>	<ul style="list-style-type: none"> <li>Medium barrier</li> </ul>

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(survey in appendix) <a href="#">BMA adapted version</a>	affective aspects) and disengagement from work (negative attitudes towards work objects, content and in general) <ul style="list-style-type: none"><li>• Multiple choice and likert scale questions</li></ul>		<ul style="list-style-type: none"><li>• Not physician-specific, but has been used with health care providers in studies</li></ul>
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<https://nam.edu/valid-reliable-survey-instruments-measure-burnout-well-work-related-dimensions/>

## Appendix: Mayo Wellbeing Index Questions

**Please answer Yes/No to the following questions:**

1. During the past month, have you felt burned out from your work?
2. During the past month, have you worried that your work is hardening you emotionally?
3. During the past month, have you often been bothered by feeling down, depressed or hopeless?
4. During the past month, have you fallen asleep while sitting inactive in a public place?
5. During the past month, have you felt that all things you had to do were piling up so high that you could not overcome them?
6. During the past month, have you been bothered by emotional problems (such as feeling depressed, anxious or irritable)?
7. During the past month, has your physical health interfered with your ability to do daily work at home and/or away from home?

**Please rate your level of agreement with the following statements:**

8. The work I do is meaningful to me.
9. My work schedule leaves me enough time for my personal/family life.