



The trick is knowing when to hold it all together - and when to stick it

## ARE YOU HEADING FOR BURNOUT?

For each item, assess how your current work situation compares with your ideal, and rate it accordingly: It's just right (A); a mismatch (B), or a major mismatch (C).

### WORKLOAD

The amount of work I have to complete in a day   
 The frequency of unexpected additions to my workload

### CONTROL

My participation in decisions that affect my work   
 The quality of leadership

### REWARD

Recognition for achievements from my supervisor   
 Opportunities for raises/bonuses

### COMMUNITY

The frequency of supportive interactions at work   
 The closeness of personal friendships at work

### FAIRNESS

Management's devotion to equal consideration of employees   
 Clear and open procedures for rewards and promotions

### VALUES

The potential of my work to contribute to society   
 My confidence that the company's mission is meaningful

*All 'A's? You've found an excellent place to work. A few 'B's are not surprising, and people are usually able to tolerate them. A lot of 'B's and 'C's - especially major ones in areas that are important to you - signify a potentially intolerable situation.*