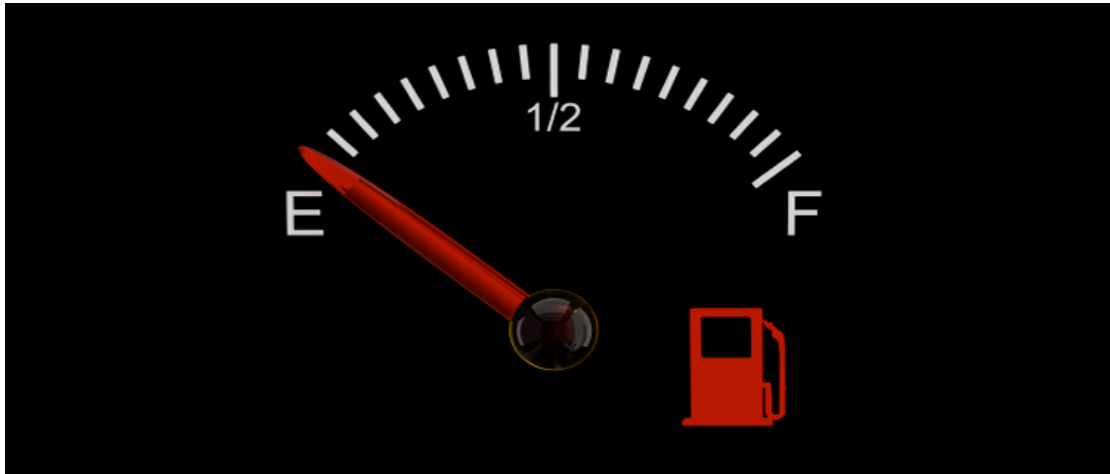


# POWERHOUSE

## COACHING

Australian American Chamber of Commerce San Francisco  
Newsletter May 2015



### *HOW BURNED OUT ARE YOU?*

Burnout is something I come across all the time in my work. It's not invariable that the people that come to me for coaching are experiencing an element of burnout, but almost invariable. Sometimes it's moderate. Other times it's critical and needs urgent attention. It's often what we need to address very early on... refilling their tank so that they can make other changes.

I started coaching in 2003 and for the first five years or so would find myself experiencing burnout every year. Normally around September... After several iterations of this, and feeling guilty that I just couldn't care any more, and confused about what was happening to me, I finally came across a book called 'Career Burnout: Causes and Cures' by Pines and Aronson.

That book helped me understand what I was going through and why. As soon as I completed the questionnaire I felt a huge sense of relief, just knowing that I was "officially burned out"! There's liberation in understanding ourselves, and as a client said to me last week, they were surprised to learn that burnout is emotional and psychological, far more than physical.

Since then I've seen the signs early and have been able to avoid ever getting to the point I used to. Boundaries help. Knowing ourselves, and where we get our energy from, helps. Knowing what drains us helps. Put a lot of self-knowledge, alignment, good habits, and self-care together and you never need experience burnout again.

Burnout is a sign that something's not working in your life, whether that's unclear goals, over-giving, not being aligned with your values, doing things that aren't suited to your strengths, not getting the appreciation or recognition that you need. Everyone is different.

Today I'd like to share with you the burnout questionnaire from that same book that helped me. Maybe it can help you as well, as it does so many others.

You can compute your burnout score by completing it here... If you feel you just don't have the energy or care factor to do this, that's probably an early sign, so take a minute or two to see how you're tracking. Acknowledging the truth is the doorway to all positive change.

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How often do you have any of the following experiences? Please use the scale:

1            2            3            4            5            6            7  
Never    Once in a    Rarely    Sometimes    Often    Usually    Always  
                  great while

- \_\_\_\_\_ 1. Being tired
- \_\_\_\_\_ 2. Feeling depressed
- \_\_\_\_\_ 3. Having a good day
- \_\_\_\_\_ 4. Being physically exhausted
- \_\_\_\_\_ 5. Being emotionally exhausted
- \_\_\_\_\_ 6. Being happy
- \_\_\_\_\_ 7. Being “wiped out”
- \_\_\_\_\_ 8. “Can’t take it anymore”
- \_\_\_\_\_ 9. Being unhappy
- \_\_\_\_\_ 10. Feeling run-down
- \_\_\_\_\_ 11. Feeling trapped
- \_\_\_\_\_ 12. Feeling worthless
- \_\_\_\_\_ 13. Being weary
- \_\_\_\_\_ 14. Being troubled
- \_\_\_\_\_ 15. Feeling disillusioned and resentful
- \_\_\_\_\_ 16. Being weak and susceptible to illness
- \_\_\_\_\_ 17. Feeling hopeless
- \_\_\_\_\_ 18. Feeling rejected
- \_\_\_\_\_ 19. Feeling optimistic
- \_\_\_\_\_ 20. Feeling energetic
- \_\_\_\_\_ 21. Feeling anxious

Computation of score

Add the values you wrote next to the following items:

1, 2, 4, 5, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 21 (A) \_\_\_\_\_

Add the values you wrote next to the following items:

3, 6, 19, 20 (B) \_\_\_\_\_, subtract (B) from 32 (C) \_\_\_\_\_

Add A and C (D) \_\_\_\_\_

Divide D by 21 \_\_\_\_\_. This is your burnout score.

If your score is between 2 and 3 you are doing well.

If your score is between 3 and 4, it would be wise for you to examine your work and life, evaluate your priorities and consider possible changes.

If your score is higher than 4, you are experiencing burnout to the extent that it is mandatory that you do something about it.

A score of higher than 5 indicates an acute state and a need for immediate help.

Source: Career Burnout – Causes and Cures – Pines and Aronson



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