



Vicarious Trauma: Assessment

Instructions

Consider each of the following questions about you and your current work situation. Select the number below that honestly reflects how frequently you experienced these things in the last 30 days: be sure to respond to every question.

1 Never **2** Rarely **3** Sometimes **4** Often **5** Very Often

1. ____ I feel overwhelmed by the thought of going to work each day.
2. ____ I feel exhausted from the moment I get to work.
3. ____ I am unable to stop thinking about a particular situation I worked on.
4. ____ I have little motivation when I am at work.
5. ____ I have a difficult time not thinking about work when I am home.
6. ____ I am startled easily by loud noises.
7. ____ I am easily irritated and have a harder time coming back to center once I am irritated.
8. ____ I feel like I have little to no control over my day-to-day life.
9. ____ I feel as though I am experiencing the trauma of someone else (I have helped).
10. ____ I am preoccupied with wanting to follow-up with specific clients.
11. ____ I feel overwhelmed by the system I work within.
12. ____ I have a difficult time seeing any good in the work I have done.
13. ____ I feel trapped by my work.
14. ____ I am having a difficult time sleeping.

15. ____ I have headaches which only occur when I am at work.
16. ____ I have had a change in appetite.
17. ____ I no longer find pleasure in the things I used to do for fun.
18. ____ I do not want to attend supervision.
19. ____ I am avoiding my colleagues.
20. ____ I have begun to procrastinate more.
21. ____ I no longer find joy in my work.
22. ____ I have little to no compassion for the consumers I engage with.
23. ____ I feel distant or cut *off* from other people.
24. ____ I feel emotionally numb or feel unable to have loving feelings for those close to me.
25. ____ I am having trouble falling or staying asleep.
26. ____ I have difficulty concentrating.
27. ____ I am "super alert" or watchful/on guard.
28. ____ I am feeling jumpy.
29. ____ I feel as if my future will somehow be cut short.
30. ____ I have been having angry outbursts.

SCORE _____

What Does Your Score Mean?

Score	Score Classification	Description of Classification
30-33	No signs of burnout	You are not showing any signs of burnout. Make note of how you currently are doing and what your day-to-day looks like to be able to determine if there are any shifts for you in the future and how to address them before you begin to feel burnt out.
34-62	Low risk of burnout unless some factors are particularly severe	Supervisors should be touching base to determine best ways to support to ensure increasing levels of burnout do not occur. This can and should include a decreased workload and/or additional time off and connection to supervision (i.e., supervision with someone who has a therapeutic background/credential).
62-75	High burnout risk	Steps put in place should be continued and tweaked as necessary. Additional time off, change in work schedule and workload should be discussed and implemented.
75-90	Burnout	Use assessment forms to gain understanding of what led to burnout to be addressed at a structural level; ensure use of additional time off either each day or end the week early; consider access to counseling.
90-150	Vicarious Trauma	In order to address and heal from vicarious trauma, having a substantial amount of time away from work may be necessary; in order to return to the center and regain of previous experience and understanding of the world. Ongoing clinical services and connection to peers can also be helpful in addressing and dealing with vicarious trauma.

Classification Definitions

BURN-OUT "Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions: feelings of energy depletion or exhaustion; increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and, reduced professional efficacy."

VICARIOUS TRAUMA "The profound shift in worldview that occurs in helping professionals when they work with individuals who have experienced trauma: helpers notice that their fundamental beliefs about the world are altered and possibly damaged by being repeatedly exposed to traumatic material." (Pearlman & Saakvitne, (1995))