

Diocese of Southwell & Nottingham

**Clergy Development Scheme**



# Alban Institute Burnout Inventory (AIBI)

## Compare yourself against our data

### About You

Denomination	<input type="text"/>
Age Group	<input type="text"/>
Health	<input type="text"/>

### Survey Questions

**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

**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

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Highly invested emotionally  1  2  3  4  5  6 Withdrawn and detached

**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

**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

**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

**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

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

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

**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

**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

**The extent to which I am suffering from physical complaints (e.g. aches, pains, headaches, lingering colds).**

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

**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

**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

**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

**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



# Survey Results

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 - 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.

**This form can be filled in on line at:**

<http://www.ncls.org.au/default.aspx?docid=231&track=3245>