**Mini Z survey 2.0** (for individual scoring)

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| **Score** |
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**For questions 1-10, please indicate the best answer.** (Numeric score indicated by number next to response.)

**1. Overall, I am satisfied with my current job:**

5=Agree strongly 4=Agree   3=Neither agree nor disagree 2=Disagree 1=Strongly disagree

**2. Using your own definition of “burnout”, please choose one of the numbers below:**

5=I enjoy my work. I have no symptoms of burnout.
4= I am under stress, and don’t always have as much energy as I did, but I don’t feel burned out.
3=I am **beginning to burn out** and have one or more symptoms of burnout, e.g. emotional exhaustion.
2= The symptoms of burnout that I’m experiencing won’t go away. I think about work frustrations a lot.\*
1=I feel completely burned out. I am at the point where I may need to seek help. \*
\*If you select 1 or 2, please consider seeking assistance – call your insurance provider or employee assistance plan (EAP)

**3. My professional values are well aligned with those of my clinical leaders:**

5=Agree strongly 4=Agree   3=Neither agree nor disagree 2=Disagree 1=Strongly disagree

**4. The degree to which my care team works efficiently together is:**

1=Poor 2=Marginal 3=Satisfactory 4 =Good 5 =Optimal

 **5. My control over my workload is:**

 1 = Poor 2 = Marginal 3 = Satisfactory 4 = Good 5 = Optimal

**6. I feel a great deal of stress because of my job**

1=Agree strongly 2=Agree   3=Neither agree nor disagree 4=Disagree 5=Strongly disagree

**7. Sufficiency of time for documentation is:**

1 = Poor 2 = Marginal 3 = Satisfactory 4 = Good 5 = Optimal

 **8. The amount of time I spend on the electronic medical record (EMR) at home is:**

1=Excessive 2=Moderately high 3=Satisfactory 4=Modest 5=Minimal/none

**9. The EMR adds to the frustration of my day:**

1=Agree strongly 2=Agree   3=Neither agree nor disagree 4=Disagree 5=Strongly disagree

**10. Which number best describes the atmosphere in your primary work area?**

Calm Busy, but reasonable Hectic, chaotic
5 4 3 2 1

 **11. Tell us more about your stresses and what we can do to minimize them:**

 **Total Score**

Scoring your Mini Z: add the numbered responses from questions 1-10. Range 10-50 ( >= 40 is a joyful workplace).

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Subscale 1 (supportive work environment) = add the numbered responses to questions 1-5. Range 5-25 ( >= 20 is a highly supportive practice!).

Subscale 2 (work pace and EMR stress) = add the numbered responses to questions 6-10. Range 5-25
 (>= 20 is an office with reasonable pace and manageable EMR stress!).

*The Mini Z was developed by Dr. Mark Linzer and team at Hennepin Healthcare, Minneapolis MN. The mini Z survey tools can be used for research, program evaluation and education capacities without restriction. Permission for commercial or revenue-generating applications of the mini Z must be obtained from Mark Linzer, MD or the Hennepin Healthcare Institute for Professional Worklife prior to use:* [*www.professionalworklife.com*](http://www.professionalworklife.com)*. Questions drawn mainly from the Physician Worklife Study, MEMO study, and Healthy Workplace study.*