

Stress and Burnout Checklist for Resident Advisors

0 = Not at all 1 = Sometimes 2 = Almost always

Section 1: (in the past 30 days)

- I wish there was more clarity about how I was supposed to handle certain situations.
- I feel like I'm the only one in my department who cares about anything.
- The major goal in our department is to do just enough to not get in trouble.
- I get angry or frustrated throughout the day and can't always tell why.
- When I ask how to do something, the bureaucracy in the response gets to me.
- I dread supervision and feel like I spend most of it being lectured and defensive.
- I find trouble focusing in class because I'm so worried about my RA job.
- I wasn't trained for all of the things they are asking me to do.
- My friends tell me that my job is taking over my life.
- I feel overwhelmed with my classes, RA job duties, friends and relationships.
- I don't feel satisfied with my work, and more often wish I didn't take the job.
- As a result of helping others through my job as an RA, I don't take care of myself.
- I feel worn out as a helper; no one understands how hard this is.
- After doing something I enjoy or for fun, I still feel stressed out when I come back.
- Everything I do happens under a microscope. No one trusts me to know what to do.
- Total for Section 1 (0-30)**

Section 2: (in the past 30 days)

- I get a good night's sleep and wake refreshed.
- I like my work as an RA and would apply to do it again.
- There was good training and support from my department.
- I have good group of friends and support systems around me.
- I find time to help others and care for myself throughout the day.
- I am able to balance my RA work and class work, having time for both.
- I feel like the person I want to be. My work makes me feel good about myself.
- My supervisor supports me and my work; I look forward to our check-in times.
- Helping people sustains me. I have more energy after and feel good about myself.
- I am good at setting boundaries, saying no and feel supported by my supervisor.
- I feel like I have a good idea of what my job duties are.
- While there are some tough challenges with my job, overall, I find it rewarding.
- I have time for myself to recharge throughout the week.
- I am able to exercise and take time to engage in physical activities I like.
- My work as an RA gives me a sense of purpose.
- Total for Section 2 (0-30)**

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Stress and Burnout Scoring and Intervention Process

The purpose of this checklist is to help the RA gain better awareness of their current stress and coping levels. Scoring is provided to give a general range of concern categories and offer some suggestions for improvement.

Step 1: Subtract the score from Section 2 from the score from Section 1. You should have a number between -30 and 30.

Step 2: Look at the range of scores below. The lower the score, the better off the RA is handling stress and avoiding burnout.

- **Scores -30 to -10:** Here the RA is functioning well and experiences very few problems with the job. This does not mean they are perfect or never experience problems, but overall that they are doing well managing their stress.
- **Scores -9 to 0:** There may be some increase in stress in a few areas, but overall the RA is still functioning well. While they are functioning well overall, it will be helpful to offer additional support during high-stress times and ensure they are accessing available support.
- **Scores 1 to 10:** Stress for the RA is increasing, and their coping skills are not keeping up. It would be helpful to have some targeted conversations on setting boundaries, ensuring access to training and support. Without intervention, the RA is heading from being stressed to experiencing burnout.
- **Scores 11 to 30:** The RA is now in burnout country. Stress has gotten to a point where they are struggling to balance their course work, friends, relationships and classes. Interventions here would involve increased supervision, reduction of workload and a referral to counseling services.

Suggested Interventions

Academic	RA Work Related	Physical/Emotional
Consider a new location to study away from the residence hall.	Proactively share with your supervisor your stress level.	Try to get to the gym three days a week. Consider a workout partner.
Create three “to-do” lists. The first are immediate tasks, second next week, third next month.	Look for positive ways you can take time for yourself apart from work to recharge.	Make a list of five of your favorite things to de-stress and schedule them during the week.
Pair up with others (study group) to hold you accountable.	Talk with other RAs to vent about challenges with the work.	Consider making use of campus resources like counseling.
Make use of campus resources like academic support and tutoring.	Discuss training needs for the department with your supervisor.	Assess what friends are supportive and helping and which are not.