

Stress and Burnout Checklist for Resident Directors

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 about meeting with my supervisees, they are so bad at their jobs.
- I have trouble focusing on tasks I should be working on because of all the chaos.
- 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 never have time to myself and my friends, family and partners feel neglected.
- I don't feel satisfied with my work, but I don't have the energy to do a job search.
- As a result of helping others through my job, 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.
- I like working with people and training, but the paperwork wears me down big time.
- Total for Section 1 (0-30)**

Section 2: (in the past 30 days)

- I get a good night's sleep and awake refreshed.
- I like my work in student affairs. I would apply to do it again.
- I feel like our department is supported by the college/university.
- 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'm happy with the job and feel satisfied with my work helping others.
- I feel like the person I want to be. My work makes me feel good about myself.
- My director 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 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 RD gives me a sense of purpose.
- Total for Section 2 (0-30)**

Stress and Burnout Checklist for Resident Directors

Stress and Burnout Scoring and Intervention Process

The purpose of this checklist is to help the RD 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 RD is handling stress and avoiding burnout.

- **Scores -30 to -10:** Here the RD 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 RD is still okay. While they are functioning well, it would be helpful to offer additional support during high-stress times and ensure they are accessing available support.
- **Scores 1 to 10:** Stress for the RD 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 RD is heading from being stressed to experiencing burnout.
- **Scores 11 to 30:** Welcome to burnout country. Stress has gotten to a point where they are struggling to balance their job responsibilities, finances, friends, family and relationships. Interventions here would involve increased supervision, reduction of workload and a referral to counseling or EAP services.

Suggested Interventions

Academic	Work Related	Physical/Emotional
Consider getting away from campus and disconnecting.	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 on listservs and professional groups for support.	Review your schedule (or create one) with re-charge times.	Be careful about substance intake to cope with stress.
Make use of campus resources like counseling and EAP.	Discuss training needs for the department with your director.	Assess what friends are supportive and helping and which are not.