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Contributing Factors to Burnout

Workload

Do your job demands exceed your limits? Have your limits changed? Is the workload consistent? Do you have too much?

Control

Is your voice heard? Do you have professional autonomy? Is your role unclear or always changing? Do you feel powerless?

Reward

Is your job socially, intrinsically and financially rewarding? Are your efforts recognized? Do you enjoy what you do?

Community

Do you have social support? Is there a sense of community at work? can you trust and count on others to support you?

Fairness

Is there mutual respect among staff? Are procedures fair and followed regularly? Are you treated fairly?

Values

Is there a shared sense of purpose and meaning in the work being done? Are there ethical conflicts? Are you in sync with your values?