

Burnout Assessment Tool (Work-Related Version) (BAT-W)

The work-related version of the BAT is a tool for assessing the level of burnout in patients who are currently working. It measures exhaustion, mental distance from work, cognitive and emotional difficulties, as well as associated complaints.

Number of questions	33 questions
Estimated duration	8 minutes
Language	English
Original name	Burnout Assessment Tool (Work-Related Version)
Target audience	Currently working adults
Authors	Hans De Witte, Wouter Schaufeli, Dorien Huyghebaert (2019)
Category	Burnout, Work-related distress

Preview of the 33 questions

At work, I feel mentally exhausted

Never | Rarely | Sometimes | Often | Always

Everything I do at work requires a great deal of effort

Never | Rarely | Sometimes | Often | Always

After a day at work, I find it hard to recover my energy

Never | Rarely | Sometimes | Often | Always

At work, I feel physically exhausted

Never | Rarely | Sometimes | Often | Always

When I get up in the morning, I lack the energy to start a new day at work

Never | Rarely | Sometimes | Often | Always

Administer your questionnaires online

Send your patient a link: they answer from their phone or computer, and you receive the scored results by email.

View the questionnaire on mentaal.org ›

Scoring & interpretation

Responses are given on a scale from 1 (Never) to 5 (Always). The score for each dimension is the mean of the items that make it up.

Core symptoms (23 items): Exhaustion (items 1-8), Mental distance (items 9-13), Cognitive impairment (items 14-18), and Emotional impairment (items 19-23). The total score is the mean of the 23 items.

Secondary symptoms (10 items): Psychological complaints (items 24-28) and psychosomatic complaints (items 29-33). These two dimensions are highly correlated and are interpreted together as a single score.

Interpretation: Green zone = no burnout, orange zone = at risk, red zone = severe burnout.

The mean scores of the four core symptoms are calculated by adding up the points of all the questions of a core symptom and dividing the result by the number of questions related to that core symptom. This means that the scores per dimension range from 1 to 5. By adding up the scores of the four core dimensions and dividing them by 23, one obtains the total score, which also lies between 1 and 5. The same applies to the 10 secondary symptoms.

Scoring example

Scoring

Core symptoms

Exhaustion: 3.5

Intense physical and mental fatigue, difficulty recovering one's energy

● < 3.31 | ● 3.31 — 3.81 | ● ≥ 3.81

Mental distance: 2.4

Psychological detachment from work, loss of interest and enthusiasm

● < 2.5 | ● 2.5 — 3.1 | ● ≥ 3.1

Emotional impairment: 3

Difficulty controlling one's emotions at work, irritability, disproportionate reactions

● < 2.1 | ● 2.1 — 3.5 | ● ≥ 3.5

Cognitive impairment: 3

Problems with concentration and memory, difficulty thinking clearly at work

● < 2.7 | ● 2.7 — 3.5 | ● ≥ 3.5

Total score: 3.04

● < 2.59 | ● 2.59 — 3.02 | ● ≥ 3.02

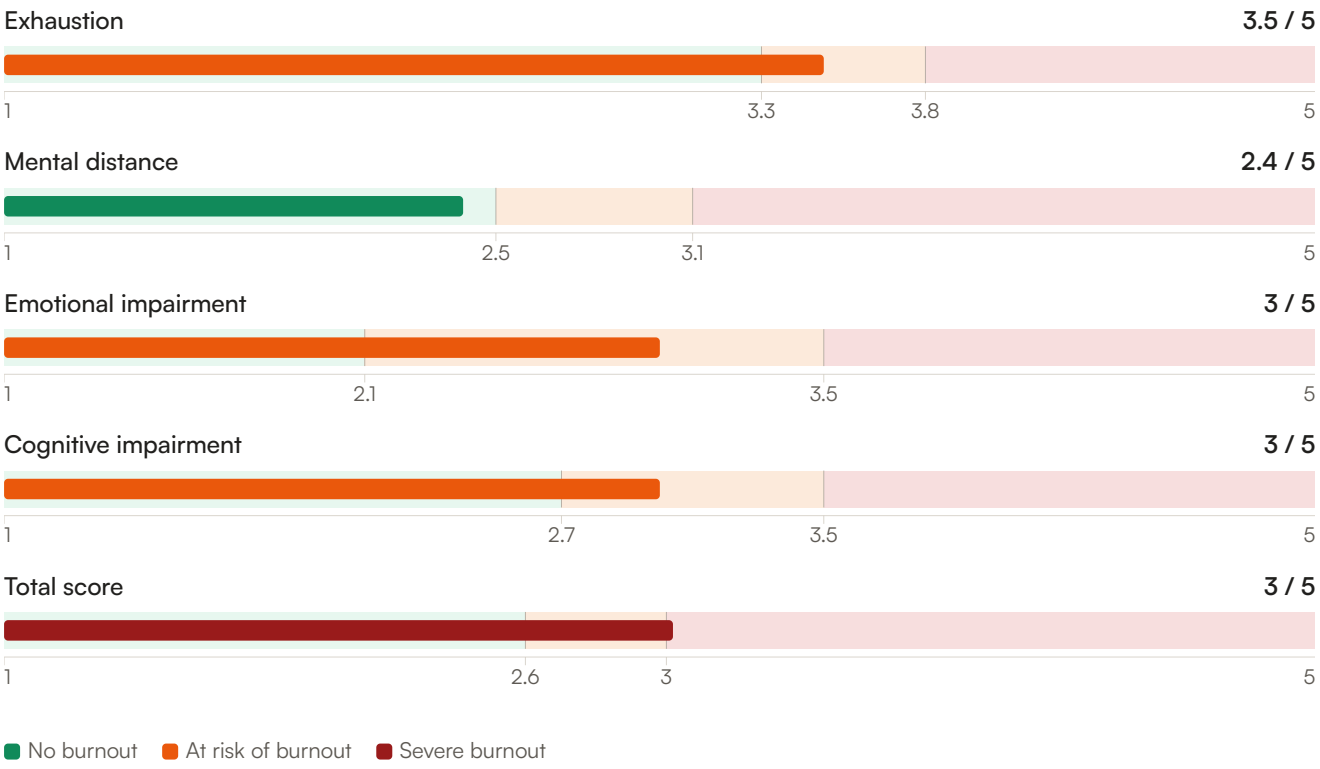
Secondary symptoms

Total score: 3.1

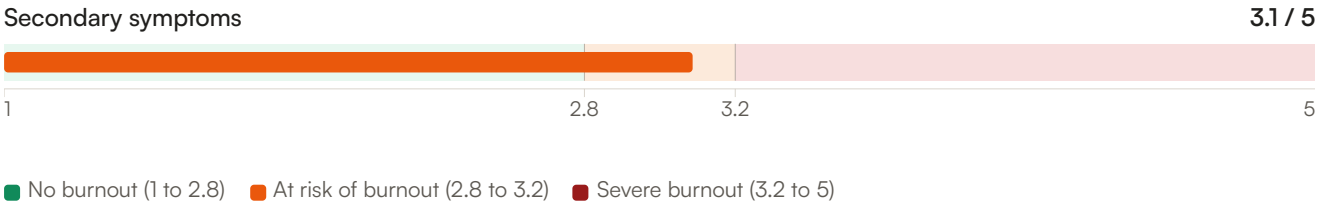
Psychological complaints (anxiety, sleep problems) and psychosomatic complaints (pain, tension)

● < 2.77 | ● 2.77 — 3.23 | ● ≥ 3.23

CORE SYMPTOMS



SECONDARY SYMPTOMS



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“Automatic scoring saves me a huge amount of time, and my patients are far more willing to fill out the questionnaires.”

Samia T. - Online Psychologist