

Effort-Reward Imbalance Questionnaire (ERIQ)

The Siegrist model questionnaire is a self-report tool for assessing work stress that focuses on the imbalance between the efforts made and the rewards received in return. It explores three complementary dimensions: extrinsic effort, occupational rewards, and overcommitment. In clinical practice, it helps identify chronic exposure to psychosocial risks, document a context of work-related distress, and shed light on presentations of occupational stress, emotional exhaustion, burnout, or work-related anxiety and depressive symptoms. It is particularly useful with employed adults, in occupational psychology or occupational health consultations, or in a psychological assessment that takes the work environment into account.

Number of questions	23 questions
Estimated duration	10 minutes
Language	English
Original name	Effort-Reward Imbalance Questionnaire
Target audience	Working adults
Authors	Johannes Siegrist (1996)
Category	Burnout

Preview of the 23 questions

I have constant time pressure due to a heavy work load.

Strongly disagree | Disagree | Agree | Strongly agree

I have many interruptions and disturbances while performing my job.

Strongly disagree | Disagree | Agree | Strongly agree

I have a lot of responsibility in my job.

Strongly disagree | Disagree | Agree | Strongly agree

I am often pressured to work overtime.

Strongly disagree | Disagree | Agree | Strongly agree

My job is physically demanding.

Strongly disagree | Disagree | Agree | Strongly agree

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

In the most widely used French version, add up the 6 effort items to obtain an effort score, the 11 reward items to obtain a reward score, then the 6 overcommitment items for the corresponding score, with overcommitment item 20 reverse-scored. The main imbalance is estimated by an effort-to-reward ratio adjusted by the correction factor 11/6. A ratio greater than 1 indicates an unfavorable imbalance, with high efforts relative to rewards. Overcommitment is interpreted separately, a higher score reflecting excessive involvement and difficulty detaching from work. Interpretation must always be put in context with the job, the employment conditions, and the clinical interview.

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“Skeptical at first, I now can't do without this tool in my practice.”

Elodie C. - CBT Psychologist