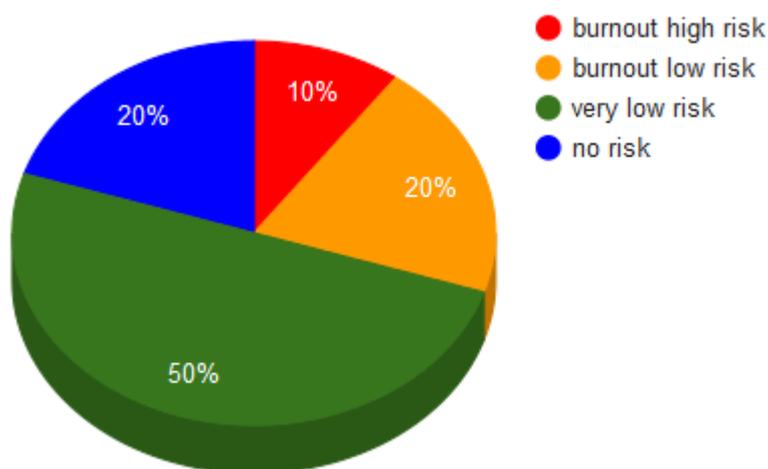


Happy & Healthy @ Work

Burnout enquiry system

Provide your management with a detailed report on burnout-risk in your company, with charts showing risk on burnout in different groups.

burnout risk sales department



Therefore we have an automatic enquiry-system. We can do it for you (you only have to provide us with a file of email-addresses.). You can test the enquiry on <http://limesurvey.iccan.be> .

The best way is to test the enquiry not directly on the complete company but on a smaller group.

We can provide you a login on our survey-system, provide you an adapted copy of the survey for your company, so you can enter the email-addresses by yourself. With the built-in report system, you can easily try to determine the groups of persons with the highest risk on burnout.

We use the 'Copenhagen Burnout Inventory' questions.

(http://www.researchgate.net/publication/247511197_The_Copenhagen_Burnout_Inventory_A_new_tool_for_the_assessment_of_burnout._Work_Stress_19_192-207).

Our burnout enquiry system is in three languages (English, Dutch, and French) and can be adapted to other languages.

The survey is anonymous. We find privacy the most important. (We use the widespread Limesurvey system, used by many universities).

The survey begins with:

A note on privacy

This survey is anonymous.

The record of your survey responses does not contain any identifying information about you, unless a specific survey question explicitly asked for it. If you used an identifying token to access this survey, please rest assured that this token will not be stored together with your responses. It is managed in a separate database and will only be updated to indicate whether you did (or did not) complete this survey. There is no way of matching identification tokens with survey responses.

After filling in the survey, each employee will directly see his score on burnout.

What do you have to do?

Only two things:

1. Choose the questions you like and adapt some questions on the next pages.
2. Give us a file with email addresses (or ask for a login and enter the email addresses yourself).

(3). If you wish, you can adapt the text of the emails that will be sent by the system. You can for example add a message from the management.

Questions to personalize your enquiry.

Our inquiry system provides three languages.



- Those three languages are ok for me
- I want a modification:

If you need another language, please
specify:.....

First group of questions used to classify persons

Classifying persons is useful to generate charts per group. The more classifying possibilities you add, the more you will be able afterwards to identify groups with burnout problems. You can always propose other classification questions. (You know the best your company).

1. Classification by sex

Happy & Healthy @ Work [site](#)

Copenhagen Burnout Inventory september 2015

The following questions will give you an indications of the degree of state of burnout. It is the standard Copenhagen Burnout Test. Studies show that this test is fast and reliabel.
(Theoretical Info burnout measurement : [research test study example](#))

0% 100%

English ▾

information

sex

Female Male

Resume later Exit and clear survey

- I want this question in our enquiry
- I don't want this question

2. Classification by age

: give your age-category
Check any that apply

- younger than 20
- between 20 and 29
- between 30 and 39
- between 40 and 49
- between 50 and 54
- between 55 and 59
- 60 or older

- I want this question in our enquiry
- I don't want to use this question
- I want a modification:

If you like other age groups please specify in all the languages you choose.

I want following modification:.....

3. Classification by department

You surely must modify this question, because each organization is structured in another way.

: In which department do you work?
Check any that apply

- sales
- production
- management
- other

- I want this question in our enquiry
- I don't want to use this question
- I want a modification:

If you like to use other departments, please specify in all the languages you choose.

I want following modification:.....

4. Classification by kind of job

You surely have another classification in your company. Please modify this question.

: What kind of job ?
Check any that apply

- worker
- clerk
- maintenance staff
- supporting people
- secretarial work
- organization of work
- management
- Other:

- I want this question in our enquiry
- I don't want to use this question
- I want a modification:

If you like other kind of job classification, please specify in all the languages you choose.

I want following modification:.....

5. Classification by education

: education

Choose one of the following answers

- not completely accomplished
- humanities
- higher education
- university
- doctorate
- No answer

- I want this question in our enquiry
- I don't want to use this question
- I want a modification:

If you like other kind classification by education, please specify in all the languages you choose.

I want following modification:.....

6. *Your own classification system*

Please feel free to add any kind of classification system that can be useful for your firm to identify groups of persons with burnout risks.

Please, specify in all the languages you will use.

.....

Second group of questions: The Copenhagen Burnout Inventory questions.

Six screens like the one you see here will be presented. Those questions you cannot modify. Like every screen, the questions can be seen in three languages.

Happy & Healthy @ Work site

Copenhagen Burnout Inventory september 2015

The following questions will give you an indications of the degree of state of burnout. It is the standard Copenhagen Burnout Test. Studies show that this test is fast and reliable.
(Theoretical Info burnout measurement : [http://www.iccan.be](#))

0%
100%

English

Personal Burnout questions

Following questions are about your personal burnout

	Always	Often	Sometimes	Seldom	Never/almost never
How often do you feel tired?	*	*	*	*	*
How often are you physically exhausted?	*	*	*	*	*
How often are you emotionally exhausted?	*	*	*	*	*
How often do you think: "I can't take it anymore"?	*	*	*	*	*
How often do you feel worn out?	*	*	*	*	*
How often do you feel weak and susceptible to illness?	*	*	*	*	*

Previous item Next Exit and clear survey

See all the questions at <http://limesurvey.iccan.be>

Third group of screens: immediate feedback to the employee.

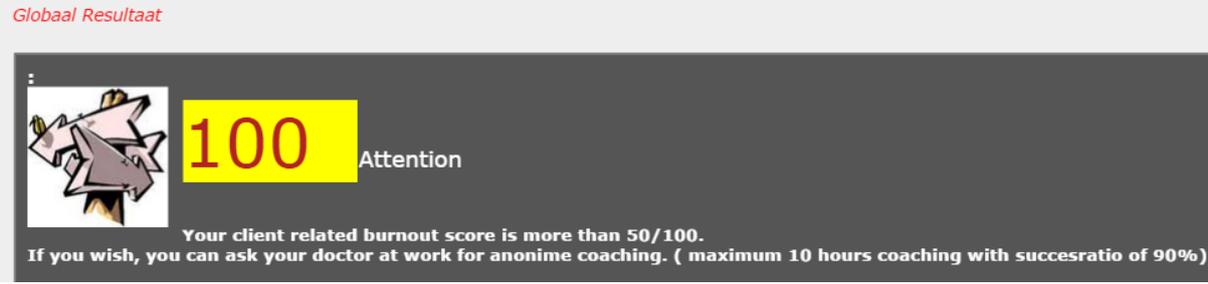
The Copenhagen Burnout Inventory gives results in three categories: burnout related to work, burnout on a personal scale, burnout in connection with working with 'clients'. Depending on the result the employer will get a green or a red screen.



English

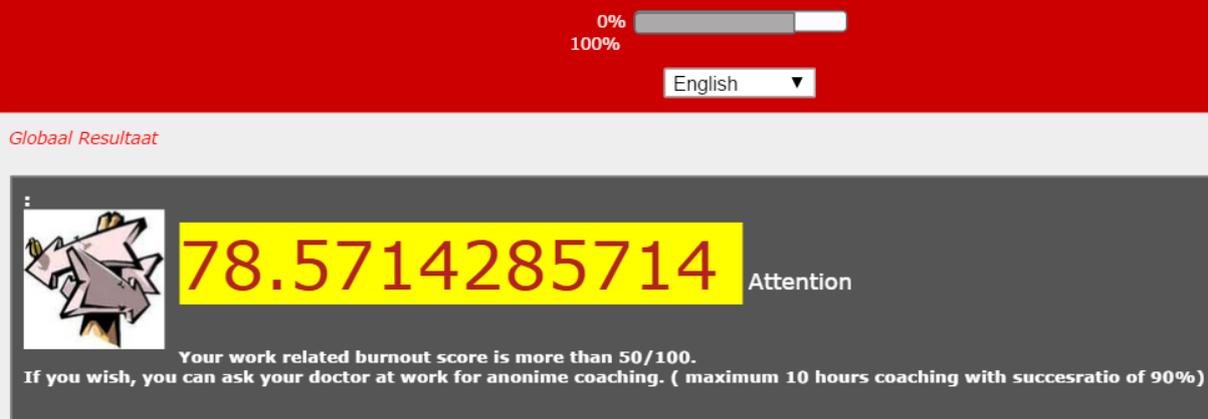
Gloaal Resultaat

 **37.5** Good news
Your personal burnout score is less than 50/100.



Gloaal Resultaat

 **100** Attention
Your client related burnout score is more than 50/100.
If you wish, you can ask your doctor at work for anonime coaching. (maximum 10 hours coaching with succesratio of 90%)



0% 100%

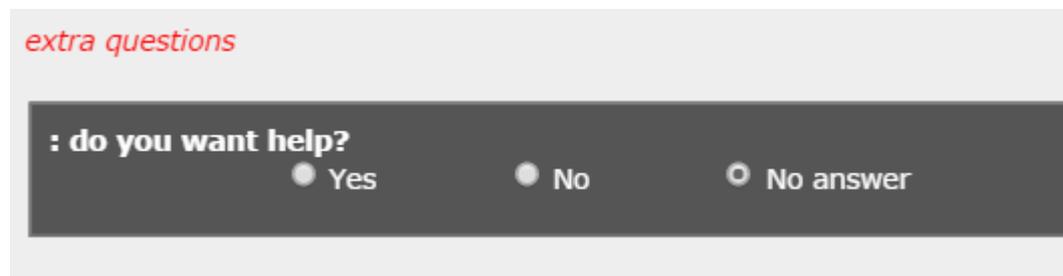
English

Gloaal Resultaat

 **78.5714285714** Attention
Your work related burnout score is more than 50/100.
If you wish, you can ask your doctor at work for anonime coaching. (maximum 10 hours coaching with succesratio of 90%)

Forth group of screens:

Do you want some help?



The screenshot shows a survey interface. At the top, the text 'extra questions' is written in red. Below it, a dark grey box contains the question ': do you want help?' in white. Underneath the question are three radio button options: 'Yes', 'No', and 'No answer', all in white text.

- I want this question in our enquiry
- I don't want to use this question
- I want a modification:

I want following modification:.....

: what kind of help do you want?

Check any that apply

- conversation with docteur of work
- conversation with personal department
- conversation with an external person
- follow a course
- coaching anonime paid by the firm

- I want this question in our enquiry
- I don't want to use this question
- I want a modification:

If you like other kind classification by education, please specify in all the languages you choose.

I want following modification:.....

Fifth kind of questions: possible sources of stress at work

	Yes	Uncertain	No	No answer
too much work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
not enough support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
bad ambiance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
no clear formulated tasks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
danger to be fired	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- I want this question in our enquiry
- I don't want to use this question
- I want a modification:

For each of the following topics, the employee can choose between 'yes', 'uncertain', 'no', 'no answer'. If you find that there are too many topics, just eliminate the ones you don't like. If you want, you can provide other topics which look interesting for your company. (Please, provide in all the necessary languages).

too much work
 not enough support
 bad ambiance
 no clear formulated tasks
 danger to be fired
 too much competition
 my boss
 not enough appreciation
 not enough possibilities to organize the work yourself
 health difficulties

management
bad working place
bad working hours
colleagues
not enough information to do your job
not enough feedback
not enough participation
not enough participation
conflicting demands
high demands
monotone work
sexual harassment
racist treatment (age, sex, origin)
insufficient time to accomplish tasks
no ability to express complaints
little meaningful work
difficult to combine with family
small errors can have serious consequences
The work is emotionally stressful?
many deadlines
no proper coordination with other departments
no opportunity to discuss work issues
no ability to determine their own pace of work
no opportunity to choose their own working method
insufficient information on results of work
not enough time for a short conversation colleagues
chef unavailable to discuss problems
not enough career opportunities
insufficient training opportunities

We can offer this question in another form, where you must drag and order the sources of stress.

: order your stressors
Double-click or drag-and-drop items in the left list to move them to the right - your highest ranking item should be on the top right, moving through to your lowest ranking item.

Your choices	Your ranking
too much work	bad working hours
not enough support	no clear formulated tasks
bad ambiance	not enough possibilities to organize the work yourself
danger to be fired	
too much competition	
my boss	
not enough appreciation	
health difficulties	
management	
bad working place	

- I prefer this question in our enquiry, instead of the previous one
- I don't want to use this question
- I want a modification: please specify all the topics you want to enlist (you can you the list above).

Last question: a free option to collect remarks from employees (anonymous)

: remarks? questions? Suggestions?



- I want this question in our enquiry
- I don't want to use this question
- I want a modification:

End of the survey: a summary

:
Summary:
your average score for work related burnout : **50** ,. (above 50 means work related burnout.)
your average score for personal burnout : **37.5** , (above 50 means personal burnout.)
your average score for client related burnout : **58.3333333333** (Above 50 means client related burnout.)
PRESS "SUBMIT" TO COMPLETE THIS SURVEY. THANK YOU FOR YOUR COOPERATION.

[Resume later](#) [Submit](#) [Exit and clear survey](#)

This survey is currently not active. You will not be able to save your responses.

Feel free to test the enquiry on

<http://limesurvey.iccan.be>

Happy & Healthy @ Work site

English - Engels ▼

De volgende vragenlijsten zijn beschikbaar:

Copenhagen Burnout Inventory september 2015

Neem contact op met Luc Janssens (janssens_frisque@telenet.be) voor hulp.

Een opmerking over je privacy
Deze vragenlijst is anoniem.
De gegevens die worden vastgelegd over de vragenlijst die je hebt ingevuld bevatten geen gegevens die tot je zijn te herleiden. Behalve als er in een vraag naar is gevraagd. Als je een toegangscode hebt gebruikt om deze vragenlijst te kunnen invullen, dan verzekeren wij je dat deze toegangscode niet bij je ingevulde gegevens wordt opgeslagen. Het wordt in een aparte database opgeslagen en het wordt alleen gewijzigd om aan te geven of je de vragenlijst wel of niet helemaal hebt ingevuld. De toegangscode worden niet gecombineerd met je ingevulde gegevens.

This screen is just to test. The automatic system to send emails, collect answers, generate report is only accessible on demand. We can do the work for you, you only have to indicate which modifications you want and provide us with a list of emails (if you want that your users receive the email in the right language, must specify for each email the appropriate language.).

Or, if you wish more control, we make a special user on our system and give it to someone at your work. We will make a special survey for you (this is a bit complicated, so we do it for you). Then, you can enter the emails yourself (you can load a file, or enter them separately). After that, you can send emails, send reminders, and see results classified by the classifications you have given to us.

If you have questions, please call 016473347 and ask for Anne-Marie Frisque.

www.HappyHealthyatWork.be