



## Veterinary Employee Wellness Assessment

This assessment was created with the Veterinary professional in mind. Every position within the Veterinary Clinic is exposed to “the cost of caring”. Below are a series of questions that should be answered on a 1-3 scale. Please answer these questions as honestly as possible, while thinking about your work in the last 30 days. The scoring system is based on the primary position that you hold.

### Current Primary Position (Circle One)

CSR/Kennel	Technician/Assistant	Practicing Veterinarian	Administration
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**Scale:**

1 – Never

2 – Sometimes

3 – Frequently

- \_\_\_\_\_ 1. I think about our patients and/or clients when I am not at work.
- \_\_\_\_\_ 2. If we lose a patient, I dwell on what I could have done differently.
- \_\_\_\_\_ 3. I have dreams about work and/or our patients.
- \_\_\_\_\_ 4. I feel my boss/supervisor has unrealistic expectations of me.
- \_\_\_\_\_ 5. When I see certain clients I get anxious based on my past experiences with them.
- \_\_\_\_\_ 6. I struggle to find time to spend with my friends and family.
- \_\_\_\_\_ 7. When I have a bad day, I prefer to keep it to myself rather than talk about it.
- \_\_\_\_\_ 8. I feel the work I do doesn't matter (OR make a difference).
- \_\_\_\_\_ 9. I put my personal pets in the patient's situation, especially if they are similar breed.
- \_\_\_\_\_ 10. I regret my career choice.
- \_\_\_\_\_ 11. I find it hard to have compassion for our patients.
- \_\_\_\_\_ 12. I feel like I do not have enough time to complete my work.
- \_\_\_\_\_ 13. I feel a sense of hopelessness.
- \_\_\_\_\_ 14. I have no energy or interest to do things I enjoy when I have a day off.
- \_\_\_\_\_ 15. I feel like I cannot/do not do enough to help our clients and/or patients.
- \_\_\_\_\_ 16. I feel my schedule prevents me from having a healthy work-life balance.
- \_\_\_\_\_ 17. I have difficulty being empathetic to our clients.
- \_\_\_\_\_ 18. I feel misunderstood and un-appreciated at work.
- \_\_\_\_\_ 19. I sacrifice my own needs for my clients/patients.
- \_\_\_\_\_ 20. After a vacation, I dread going back to work.

# My Compassion Fatigue and Burnout Score

## Compassion Fatigue

Please add your scores for the following questions:

- |          |           |
|----------|-----------|
| 1. _____ | 11. _____ |
| 3. _____ | 13. _____ |
| 5. _____ | 15. _____ |
| 7. _____ | 17. _____ |
| 9. _____ | 19. _____ |

**Total Score:** \_\_\_\_\_

**\*\*Total Score should be between 10 and 30\*\***

CSR/Kennel		Technician/Assistant	
My Score	My Level	My Score	My Level
10-14	Low	10-14	Low
15-25	Average	15-25	Average
26-30	High	26-30	High
Practicing Veterinarian		Administration	
My Score	My Level	My Score	My Level
10-14	Low	10-14	Low
15-25	Average	15-25	Average
26-30	High	26-30	High

## Burnout

Please add your scores for the following questions:

- |           |           |
|-----------|-----------|
| 2. _____  | 12. _____ |
| 4. _____  | 14. _____ |
| 6. _____  | 16. _____ |
| 8. _____  | 18. _____ |
| 10. _____ | 20. _____ |

**Total Score:** \_\_\_\_\_

**\*\*Total Score should be between 10 and 30\*\***

CSR/Kennel		Technician/Assistant	
My Score	My Level	My Score	My Level
10-14	Low	10-14	Low
15-25	Average	15-25	Average
26-30	High	26-30	High
Practicing Veterinarian		Administration	
My Score	My Level	My Score	My Level
10-14	Low	10-14	Low
15-25	Average	15-25	Average
26-30	High	26-30	High

**PLEASE CIRCLE ONE**

CSR/Kennel	Technician/Assistant	Practicing Veterinarian	Administration
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- Do you feel these ALL of these questions were pertinent to your position? Y / N
- Do you feel the scale (1-3) is sufficient? Y / N IF No, suggestions: \_\_\_\_\_
- Do you feel these questions are valid for Burnout and Compassion Fatigue? Y / N
- Do you feel it is appropriate to separate the positions within the hospital in regards to the scoring and levels? Y / N
- Additional Feedback: \_\_\_\_\_

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