A workplace well-being game intervention for health sciences librarians to address burnout
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APPENDIX C
Spencer S. Eccles Health Sciences Library survey, winter 2018

Faculty and staff wellness, satisfaction, and prevention of burnout are top priorities for the health system. In order to continue to develop programs to optimize wellness, the Resiliency Center and the Office of Wellness and Integrative Health are partnering with EHSL faculty and staff.

This survey is estimated to take ten minutes.

Items with a “*” must be answered in order to complete the survey. This survey is anonymous; individual responses will not be tracked but will be collected in aggregate by department and division. Any question with less than five responses will not be reported to leadership.

| *1. Are you? |
|-------------|
| ○ Faculty |
| ○ Staff |

| *2. Overall, I am satisfied with my current job |
|------------------------------------------------|
| Strongly disagree ○ Disagree ○ Neither agree nor disagree ○ Agree ○ Strongly agree ○ |

| *3. Using your own definition of “burnout,” please select which of the following statements best describes you |
|---------------------------------------------------------------|
| ○ I enjoy my work. I have no symptoms of burnout. |
| ○ I am under stress and don’t always have as much energy as I did, but I don’t feel burned out. |
| ○ I am definitely burning out and have one or more symptoms of burnout, e.g., emotional exhaustion. |
| ○ The symptoms of burnout that I’m experiencing won’t go away. I think about work frustrations a lot. |
| ○ I feel completely burned out. I am at the point where I may need to seek help. |

| *4. My professional values are well aligned with those of my organizational leaders |
|---------------------------------------------------------------|
| Strongly disagree ○ Disagree ○ Neither agree nor disagree ○ Agree ○ Strongly agree ○ |

| *5. The degree to which my team works efficiently together is |
|---------------------------------------------------------------|
| Poor ○ Marginal ○ Satisfactory ○ Good ○ Optimal ○ |

| *6. I feel a great deal of stress because of my job |
|---------------------------------------------------------------|
| Strongly disagree ○ Disagree ○ Neither agree nor disagree ○ Agree ○ Strongly agree ○ |
*7. Please indicate what description best describes the atmosphere in your primary work area
   Calm  Somewhat calm  Busy, but reasonable  Very busy  Hectic  Chaotic
   ○   ○   ○   ○   ○   ○
*8. My control over my workload is
   Poor  Marginal  Satisfactory  Good  Optimal
   ○   ○   ○   ○   ○
*9. How often do you feel you’ve become more callous toward people since you took this job?
   ○  Never
   ○  A few times a year or less
   ○  Once a month or less
   ○  A few times a month
   ○  Once a week
   ○  A few times a week
   ○  Every day
*10. I feel happy at work
    Not at all true  Somewhat true  Moderately true  Very true  Completely true
    ○   ○   ○   ○   ○
*11. I feel worthwhile at work
    Not at all true  Somewhat true  Moderately true  Very true  Completely true
    ○   ○   ○   ○   ○
*12. I find meaning in my work
    Not at all true  Somewhat true  Moderately true  Very true  Completely true
    ○   ○   ○   ○   ○
*13. I would recommend the University of Utah to my friends as a great place to work
    Not at all true  Somewhat true  Moderately true  Very true  Completely true
    ○   ○   ○   ○   ○
*14. Do you plan to leave the university in the next 1–2 years?
    ○  Yes, I am seriously considering leaving this university in the next 1–2 years.
    ○  No, I plan on staying at least that long
    ○  I don’t know
15. Over the past 2 weeks, how often have you been bothered by any of the following problems?

|                                      | Not at all | Several days | More than half of the days | Nearly every day |
|--------------------------------------|------------|--------------|----------------------------|------------------|
| Little interest or pleasure in doing things | ○          | ○            | ○                          | ○                |
| Feeling down, depressed, or hopeless   | ○          | ○            | ○                          | ○                |
16. In the past 12 months, about how many days did you miss work because of illness or injury (do not include maternity leave)?
17. How many hours do you spend on work per week, including hours spent outside the office or hospital?
   ○ Less than 20
   ○ 20–29
   ○ 30–39
   ○ 40–49
   ○ 50–59
   ○ 60–69
   ○ 70–79
   ○ More than 80

Now that we’ve asked about your level of burnout and possible causes, we would like your opinion on what would be most useful to you as a part of a program to optimize wellness and satisfaction.

18. Please rate the following:

| Activity                                                                 | Minimally valuable | Somewhat valuable | Neutral | Valuable | Extremely valuable |
|-------------------------------------------------------------------------|--------------------|-------------------|---------|----------|-------------------|
| Mentorship/career planning assistance                                  | ○                  | ○                 | ○       | ○        | ○                 |
| Sessions on work-life integration or balance                           | ○                  | ○                 | ○       | ○        | ○                 |
| Communication skills training, such as working with difficult patients  | ○                  | ○                 | ○       | ○        | ○                 |
| Mindfulness classes                                                     | ○                  | ○                 | ○       | ○        | ○                 |
| Self-care retreats                                                      | ○                  | ○                 | ○       | ○        | ○                 |
| Peer support program                                                    | ○                  | ○                 | ○       | ○        | ○                 |
| Quality improvement projects focused on wellness                       | ○                  | ○                 | ○       | ○        | ○                 |
| Support for team-led projects targeted specifically to the needs of your group | ○                  | ○                 | ○       | ○        | ○                 |
| Institutional support for part-time work or more flexible schedule       | ○                  | ○                 | ○       | ○        | ○                 |
| Team building activities to improve collegiality of group               | ○                  | ○                 | ○       | ○        | ○                 |

19. What can everyone at the library do to rebuild a culture of trust?

20. What would an environment built on trust look like?

21. How can leadership and peers better recognize our successes and accomplishments?
22. How can the Resiliency Center or the leadership of EHSL better support faculty and staff wellness/satisfaction in any ways not already mentioned?

If you feel you or someone else needs help with burnout or other concerns, please contact Employee Assistance Program (EAP) at 801.587.9319 or the Resiliency Center staff at resiliencycenter@hsc.utah.edu.