



Mini ReZ survey (for residents and fellows)

For questions 1-10, please indicate based on your experience for the majority of days over the past month...

1. I have been satisfied with my residency/fellowship program:

1=Strongly disagree 2=Disagree 3=Neither agree nor disagree 4=Agree 5=Agree Strongly

2. Using your own definition of “burnout”, please choose one of the numbers below:

6=I enjoy my work. I have no symptoms of burnout.

5=I am under stress, and don't always have as much energy as I did, but I don't feel burned out.

4=I am very stressed and may be suffering some burnout symptoms, such as emotional exhaustion **OR** depersonalization.

3=I am definitely burning out and have more than one symptom of burnout, e.g. emotional exhaustion **AND** depersonalization.

2=My symptoms of burnout won't go away. I think about work frustrations a lot.

1=I feel completely burned out. I am at the point where I may need to seek help.

****Launch PHQ 2 – if you score 1 or 2..., and, if do not wish us to contact you, then call employee assistance program. See text at end of survey for example...**

Over the past two weeks, how often have you been bothered by any of the following problems?

1. Little interest or pleasure in doing things.

- a. 0=Not at all
- b. 1=Several days
- c. 2=More than half the days
- d. 3=Nearly every day

2. Feeling down, depressed, or hopeless.

- a. 0=Not at all
- b. 1=Several days
- c. 2=More than half the days
- d. 3=Nearly every day

3. My professional values have been well aligned with those of my program leaders:

1=Strongly disagree 2=Disagree 3=Neither agree nor disagree 4=Agree 5=Agree Strongly

4. The efficiency of my team has been:

1=Poor 2=Marginal 3=Satisfactory 4 =Good 5 =Optimal

**The Mini Z was developed by Dr. Mark Linzer and team at Hennepin Healthcare, Minneapolis MN. The mini Z survey tools can be used for research, program evaluation and education capacities without restriction. Permission for commercial or revenue-generating applications of the mini Z must be obtained from Mark Linzer, MD or the Hennepin Healthcare Institute for Professional Worklife prior to use: www.professionalworklife.com. Questions drawn mainly from the Physician Worklife Study, MEMO study, and Healthy Workplace study.*



5. My control over my workload has been:

1 = Poor 2 = Marginal 3 = Satisfactory 4 = Good 5 = Optimal

6. I have felt a great deal of stress because of my job:

1=Agree strongly 2=Agree 3=Neither agree nor disagree 4=Disagree 5=Strongly disagree

7. The amount of time I have spent on the EMR after hours is:

1=Excessive 2=Moderately high 3=Satisfactory 4=Modest 5=Minimal/none

8. Sufficiency of time for documentation has been:

1 = Poor 2 = Marginal 3 = Satisfactory 4 = Good 5 = Optimal

9. Which number best describes the atmosphere in your work area (for the majority of the past month)?

Hectic, chaotic		Busy, but reasonable		Calm
1	2	3	4	5

10. The EMR (electronic medical record) added to the frustration of my day:

1=Agree strongly 2=Agree 3=Neither agree nor disagree 4=Disagree 5=Strongly disagree

How have the following items impacted your job satisfaction over the past month?

11. Work interruptions (e.g. pages greater than expected, etc.)

1	2	3	4	5
A lot	A moderate amount	Somewhat	A little	Not at all

12. Lack of sleep

1	2	3	4	5
A lot	A moderate amount	Somewhat	A little	Not at all

13. Positive relationships with clinical support staff:

1	2	3	4	5
Not at all	A little	Somewhat	A moderate amount	A lot (in a good way)

14. Support by peers

1	2	3	4	5
Not at all	A little	Somewhat	A moderate amount	A lot (in a good way)

15. Recognition by my department

1	2	3	4	5
Not at all	A little	Somewhat	A moderate amount	A lot (in a good way)

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16. Tell us more about your current stresses and ideas you have for minimizing them:



Total Score

Scoring your Mini Z: add the numbered responses from questions 1-15. Range 15-76 (≥ 60 is a positive learning environment).

Subscale 1 – Supportive Work Environment: add the numbered responses to questions 1-5. Range 6-26 (≥ 20 is a highly supportive work environment)

Subscale 2 – Work pace and EMR Stress: add the numbered responses to questions 6-10. Range 5-25 (≥ 20 is an environment with good pace and manageable EMR stress)

Subscale 3 – Resident Experience: add the numbered responses to questions 11-15. Range 5-25 (≥ 20 is a positive and healthy resident experience)

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