

Quiz: **Are You Too Burned Out to Work? An ethical assessment of therapist burnout and impairment**

1. Burnout can include the following elements:
 - a. Cynicism
 - b. Exhaustion
 - c. Inefficacy
 - d. All of the above

2. Working while burned out is always unethical.
 - a. True
 - b. False

3. Ethics codes say the following related to burnout:
 - a. The ACA ethics code says that counselors must stop working when they test positive for burnout according to the Maslich burnout scale.
 - b. The APA code of ethics requires psychologists to take 3 weeks off a year to avoid “the negative impacts of burnout.”
 - c. The CAMFT code of ethics states that only supervisors are able to work while burned out.
 - d. The NASW ethics code says that social workers must practice self-care.

4. Burnout is only “unethical” when it leads to a therapist being too impaired to work and they work anyway.
 - a. True
 - b. False

5. Negative impacts of working while burned out can include:
 - a. Harming the therapeutic relationship through showing untrustworthy behavior and forgetting what was said session to session
 - b. Helping the therapeutic relationship through deeper authenticity and connection
 - c. Losing your favorite cardigan
 - d. None of the above

6. Therapists can assess their level of burnout related impairment through:
 - a. Assessing the number of hours they have slept the night before
 - b. Capping the number of client sessions per week
 - c. Identifying impacts on the client through direct and indirect assessment with the client
 - d. Self-assessment is not sufficient, therapists must go to therapy or the medical doctor for a deeper assessment of their burnout.

7. Unethical, impaired behavior by therapists may include:
 - a. Being late to sessions
 - b. Canceling sessions
 - c. Losing interest in clients
 - d. All of the above

8. Therapists are solely responsible for their own burnout.
 - a. True
 - b. False

9. The following systems-level factors can lead to burnout in mental health clinicians:
 - a. Inadequate resources to do the work with clients
 - b. Insufficient income
 - c. High workload (including working overtime)
 - d. All of the above

10. Good clinical supervision can help to mitigate the risks of burnout.
 - a. True
 - b. False