Table 1. Instruments Measuring Different Dimensions of Well-Being

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| --- | --- | --- | --- | --- |
| **Instruments** | **Dimension** | **Components** | **Comments** | **Link to Instrument** |
| Maslach Burnout Inventory | Mental | Emotional exhaustion; Depersonalization;Personal accomplishment | $15pp; $200/groupFree for AAFP members\*; 2-22 items; benchmarks; relevant to team | [https://www.mindgarden.com/315-mbi-human-services-survey-medical-personnel#horizontalTab3](https://www.mindgarden.com/315-mbi-human-services-survey-medical-personnel%23horizontalTab3)\* |
| Stanford Professional Fulfillment Index | Mental | Work exhaustion; Interpersonal disengagement;professional fulfillment | 9 items; free to individuals; expensive to programs; benchmarks to US docs; relevant to team | <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5794850/> |
| Physician Wellness Inventory | Mental | Career purpose, stress, cognitive flexibility | 14 items; free, | <https://www.plasticsurgery.org/documents/medical-professionals/wellness/Physician-Wellness-Inventory.pdf> |
| Mini-Z | Mental and circumstances | Single-item burnout assessment and institutional stressors | 16 items; free; benchmarks to US docs; relevant to team | <https://www.stepsforward.org/Static/images/modules/15/downloadable/Mini%20Z%20burnout%20survey.docx> |
| Oldenburg Burnout Inventory | Mental | Exhaustion; Disengagement from work  | 16 items; relevant to team | <https://pdfs.semanticscholar.org/1199/89bafadcb75a9b3f85acff0611b3e429ee9f.pdf> |
| Perceived Stress Scale | Mental  | Feelings and thoughts within the past month | 7-10 items; free; benchmarks to US docs; relevant to team; does not consider context | <http://www.mindgarden.com/documents/PerceivedStressScale.pdf> |
| Brief Resilience Scale | Mental | How one manages stress | 6 items | https://ogg.osu.edu/media/documents/MB%20Stream/Brief%20Resilience%20Scale.pdf |
| Interpersonal Reactivity Index | Mental | Perspective taking, fantasy, empathic concern and personal distress | 35 items: 7 for each subscale | https://fetzer.org/sites/default/files/images/stories/pdf/selfmeasures/EMPATHY-InterpersonalReactivityIndex.pdf |
| Short Grit Scale | Mental | Perseverance and passion for long term goals | 8 items | http://www.sjdm.org/dmidi/files/Grit-8-item.pdf |
| Hair Cortisol  | Physical | Short and long term cortisol |  $35/sample | <https://stresscenter.ucsf.edu/measures/hair-cortisol> |
| Welltory App | Physical | Heart rate variability through smart phone camera | 5 days free, then monthly fees; easy to use –no added equipment needed; useful for formative feedback  | <https://apps.apple.com/us/app/welltory-your-personal-health/id1074367771> |
| HeartMath and Inner Balance App | Physical | Heart rate variability through sensor | $129-$159 for app and sensor; useful for formative feedback | [https://store.heartmath.com/innerbalance?\_ga=2.65768046.1181636718.1563379190-328316990.1452981517#btle](https://store.heartmath.com/innerbalance?_ga=2.65768046.1181636718.1563379190-328316990.1452981517%23btle) |
| ProQ0l questionnaire | Social | Positive and negative of helping others | 5 items; free; multiple translations available | <https://proqol.org/ProQol_Test.html> |
| Brief Team Survey | Social and circumstances | Roles, tasks and communication | 5 items | <https://fammedarchives.blob.core.windows.net/imagesandpdfs/fmhub/fm2011/November/Stephen731.pdf> |
| Work Limitation Questionnaire  | Activities and functioning | 4 domains of health interference with productivity | 8-25 items; proprietary (Tufts)  | <https://www.tuftsmedicalcenter.org/Research-Clinical-Trials/Institutes-Centers-Labs/Center-for-Health-Solutions/Available-Questionnaires> |
| Kentucky Inventory of Mindfulness Skills | Activities and functioning and Mental | 4 subscales on observing, acting with awareness, describing, and non-judgement  | 39 items | <http://www.ruthbaer.com/academics/KIMS.pdf> |
| FANTASTIC Lifestyle Assessment | Activities and functioning | Family, activity, nutrition, toxins, alcohol, sleep, personality type, insight, career | 9 items | <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2153572/pdf/canfamphys00221-0095.pdf> |
| Pittsburgh Sleep Quality Index | Activities and functioning | Seven domains of sleep | 10 items | https://www.opapc.com/uploads/documents/PSQI.pdf |
| Physical Activity Assessment Tool | Activities and functioning | Type, frequency and duration of physical activity in past 7 days | 7 items | https://www.aafp.org/afp/2008/0415/afp20080415p1129-f1.pdf |

 \*Maslach Inventory for AAFP members: <https://www.aafp.org/membership/benefits/physician-health-first/faqs.html>

**Table 2. Drivers of Burnout and Engagement (Shanafelt, 2017)**



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