

# Individual Mental Health and Well-Being Self-Assessment



This brief assessment will help you identify causes of current workplace stress and determine how you might be reacting and responding. It is for your personal, confidential use.

Please use this self-assessment as best suits your needs and preferences—as a tool to strategize a personal approach to your well-being, as a resource to bring with you into supervision to discuss and use to seek support, or as conversation-starter to share with colleagues and perhaps across your organization.



## What Are the Sources of Your Stress?

Identify the three sources of stress impacting you most. If it is helpful, refer to this bank of potential stressors to get you started.

Workplace (Interpersonal)	Workplace (Protocols/Practices)	Personal/Non-Workplace
<ul style="list-style-type: none"> <li>&gt; Challenging coworkers/team dynamics</li> <li>&gt; Challenging relationships with management/ leadership</li> <li>&gt; Toxic work culture</li> <li>&gt; Imposter syndrome/work competence</li> <li>&gt; Feeling like an “outsider”</li> <li>&gt; Feeling undervalued</li> <li>&gt; Compassion fatigue (emotionally taxing environment)</li> <li>&gt; Safety (psychological and/or physical)</li> <li>&gt; Increased acuity/complexity of patients</li> <li>&gt; Increase in violence</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Long hours</li> <li>&gt; Pace of work</li> <li>&gt; Workload (case load, number of supervisees)</li> <li>&gt; Lack of appropriate training</li> <li>&gt; Administrative task load (paperwork, protocols)</li> <li>&gt; Technical challenges (recordkeeping, data entry, slow systems)</li> <li>&gt; Pay/reimbursement</li> <li>&gt; Staffing issues (scheduling, call outs)</li> <li>&gt; Staffing shortages</li> <li>&gt; Lack of voice in decisions that affect you</li> <li>&gt; Lack of career opportunities</li> </ul>	<ul style="list-style-type: none"> <li>&gt; Financial obligations/ worrying about earning enough</li> <li>&gt; Interpersonal/partner/ marriage</li> <li>&gt; Parenting</li> <li>&gt; Caretaking</li> <li>&gt; Personal or family health situation</li> <li>&gt; Substance use</li> <li>&gt; Society/politics</li> </ul>

### Three main sources of stress

Rank	Stressor	Perceived Challenge 1 (fixable) to 5 (insurmountable)				
1		1. <input type="checkbox"/>	2. <input type="checkbox"/>	3. <input type="checkbox"/>	4. <input type="checkbox"/>	5. <input type="checkbox"/>
2		1. <input type="checkbox"/>	2. <input type="checkbox"/>	3. <input type="checkbox"/>	4. <input type="checkbox"/>	5. <input type="checkbox"/>
3		1. <input type="checkbox"/>	2. <input type="checkbox"/>	3. <input type="checkbox"/>	4. <input type="checkbox"/>	5. <input type="checkbox"/>

**Responding To Your Results:** If any of your stressors ranked as insurmountable or even approaching insurmountable, consider speaking with your supervisor, a trusted colleague, or a mental health professional to address your well-being.

## How is Stress Affecting You?

### Your actions (check all that apply):

- Working more hours
- Skipping lunches/breaks
- Smoking more
- Self-medicating (alcohol, vaping, etc.)
- Changes in diet
- Seeing less of/avoiding friends
- More reactive with coworkers
- Taking more sick time
- Other \_\_\_\_\_

Number of effects \_\_\_\_\_

**Responding To Your Results:** If you made checks in only one or two boxes, you might find that a daily wellness break or exploring a module on a well-being concept will help you better manage your workplace well-being (see resources and links in the toolkit).

If you made checks in three or more boxes, consider seeking support from a supervisor, or through an employee assistance program (EAP) from a behavioral health professional.

### Your health (check all that apply):

- General sense of fatigue
- More headaches/migraines
- More colds
- Indigestion
- Negative self-talk
- Low self-esteem
- Increased anxiety
- Depression
- Other \_\_\_\_\_

Number of effects \_\_\_\_\_

**Responding To Your Results:** If you made checks in only one or two boxes, you might find that a daily wellness break or exploring a module on a well-being concept will help you better manage your workplace well-being (see resources and links in the toolkit).

If you made checks in three or more boxes, consider seeking support from a supervisor, or through an EAP from a behavioral health professional.