

The Waters Index of Teacher Burnout (V2) ©

(Based on Freudenberger's 12 Stages)

Tick statement that best describes your behaviour and emotions



Stage	My behaviour and emotions	
1	I must prove myself and show my headteacher and leaders that I am a good teacher and can do what I was appointed to do. I like giving myself challenges and achieving them. Perhaps I should aim higher.	
2	I must set myself high standards and can't afford to say 'No' in case people think I'm not committed. I find it difficult to take time off and to have a good work-life balance. I want to get ahead of deadlines and find it difficult to prioritise tasks.	
3	I am not looking after myself properly, but preparation and marking must come first. I know I shouldn't work as late as I do. I wish I could have more time off at weekends. I am making mistakes I didn't use to make.	
4	I feel resentful of my friends who leave work behind when they go home. I feel a bit empty and I am often exhausted. I've noticed I'm getting headaches and aches and pains and sometimes feel sick. I'm worried about school. I am forgetting to do things.	
5	I feel as if I'm on autopilot and emotionally spaced-out. My whole life is taken up by work. I'm neglecting family and friends.	
6	I prefer to be on my own. I often feel angry and I lose my temper with pupils and sometimes staff. I know it's due to workload and setting myself high standards. I've had a few days off recently.	
7	I feel isolated and retreat to my classroom. That one drink I have to relax in the evening has increased to two or three. I sometimes self-medicate to get through the day. I have a hangover sometimes which makes teaching so hard in the morning.	
8	I've changed so much since I first qualified. I used to be outgoing, but I think staff are avoiding me. I've had to go to see my GP and she has put me on anti-depressants. I look stressed and drawn and worn out.	
9	What's the point of teaching if it is destroying me? I keep going but I don't enjoy it like I used to. The medication is helping but I feel tired all day. I can't think beyond the next lesson. I find it difficult to plan and to look ahead.	
10	I feel empty and lost. I am eating too much to comfort myself. I feel that there is no one to help me.	
11	I am so depressed. I am lonely. I can't see any light at the end of the tunnel. Even when I sleep, I get up exhausted. I feel so guilty that I'm doing such a bad job and letting the children down. I don't enjoy anything. I don't know how much longer I can take it. Perhaps I'd be better off out of it.	
12	I can't face going in. I can hardly get out of bed. I'm losing weight. I feel anxious and guilty. I can't face it any more. I am wondering if I have the courage to put an end to my life.	

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Stages 1-3: Opportunity to reduce impact via self-help or accepting help from others. 4-6: Need to seek professional help, such as counselling, to prevent further decline of health. 7-9: Urgent professional help a necessity. 10-12: Emergency help needed, especially at Stage 12 where there is a threat to life.

If you are concerned about your physical and/or mental health, please seek medical help.