

Note from OSICAN: While this Tool was created within OSI-CAN's purview to assist one of OSICAN's target demographic of EMS, it has a broader applicability towards all public safety personnel. OSI-CAN's target demographic of public safety personnel do at times need assistance in the ability to gauge the level of affect that an OSI trauma has had on their life. By measuring how they are affected in the stimuli of their lives from such topics as simple as how shiftwork makes them feel, to how experiencing traumatic events again and again in their lives affects their feelings and physical being in the moment!! Please keep in mind that the term 'Intrinsic Reward Scale' is a technical term for finding a numerical value to each aspect in our lives.



SCHEEPERS INTRINSIC REWARD SCALE©
Individualized Burnout Prevention Tool for Professionals
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Version: EMS

For Workshops and Coaching

An individualized and non-standardized tool

Scoring



Scoring: Factors are identified and added by the participant. These fall into the categories of work and personal life and are individualized based on the type of work. Personal life will have individualized items identified by the participant.

Scoring of 5 to 1 or neutral is based on two things:

- 1. How much the participants engage in the activities**
- 2. To what degree it energizes or depletes.**

E.g. if one activity is something that drains the person, but it needs to be attended to only once a month, it will get a 1 but if this activity is a daily requirement it would score a 4 or 5.

The same applies to activities that are energizing.

Prolonged and chronic stress that exceeds the level of an individual's personal threshold causes burnout

Stress can be originating from professional life or personal life or both, stress is not always negative as burnout is caused by the imbalance between factors that are energizing and factors that are depleting with the latter more profoundly present

Factors	Energizing 5 to 1	Neutral ✓	Depleting 5 to 1
EMS Duties and responsibilities/rewards			
Rules, agreements & guidelines			
Available shifts			
Being on-call			
Types of calls:			
Overdose			
Suicide			
Traffic accidents			
Interaction with patients			
Issues with patients			
Patient notes and Reports			
Extended reports			
Boundaries			
Paid work/rewards			
Interactions with colleagues			
Interaction with hospital staff			
Interaction with police			
OCCUPATIONAL ACTIVITIES:			
Company policies and available resources			
Professional development			
Supervision			
Supervising peers			
Work meetings			
Consulting with peers			
Professional organizational demands			
Community involvement			

Factors	Energizing 5 to 1	Neutral ✓	Depleting 5 to 1
PERSONAL & COMMUNITY LIFE:			
Intimate relationship (spouse)			
Activities with children/grandchildren			
Relationship Family of origin			
Relationship community & friends			
Community involvement and volunteering			
Hobbies and activities			
Meal preparation			
Household chores			
Distraction, relaxation, socializing			
Exercise and activities			
Health and appearance			
Breaks and holidays			
Home and finances			