

PROFESSIONAL QUALITY OF LIFE SCALE FOR HEALTH WORKERS

As a health worker working in difficult humanitarian or pandemic situations, you have direct contact with the lives of your patients and beneficiaries. As you may have found, your compassion for those you help can affect you in positive and negative ways. Below are some statements about your experiences as a health worker, both positive and negative.

Consider each statement about your **current work situation**. Circle the number that most accurately reflects how frequently you have experienced these things in the **last 30 days**.

	Never	Rarely	Sometimes	Often	Very Often
1. I am happy that I choose to work in healthcare.	(1)	(2)	(3)	(4)	(5)
2. At times I have had to do things that go against my personal values.	(1)	(2)	(3)	(4)	(5)
3. Because of my work, I have unwanted, distressing thoughts.	(1)	(2)	(3)	(4)	(5)
4. I have seen things at work that I believe to be morally wrong.	(1)	(2)	(3)	(4)	(5)
5. I feel supported by my colleagues.	(1)	(2)	(3)	(4)	(5)
6. I feel energized by working with my patients.	(1)	(2)	(3)	(4)	(5)
7. I often find myself thinking about my patients when I am with my family.	(1)	(2)	(3)	(4)	(5)
8. Administrative procedures and rules make my job too hard.	(1)	(2)	(3)	(4)	(5)
9. At times, I have been unable to provide the care that I believe should have been provided.	(1)	(2)	(3)	(4)	(5)
10. I think that I have been affected by the suffering I see at work.	(1)	(2)	(3)	(4)	(5)
11. My family supports me in my work in healthcare.	(1)	(2)	(3)	(4)	(5)
12. Because of my work, I feel anxious about many things.	(1)	(2)	(3)	(4)	(5)
13. The people who make the decisions that affect my job care about my wellbeing.	(1)	(2)	(3)	(4)	(5)
14. At times, I have felt ashamed of the choices I have made at work.	(1)	(2)	(3)	(4)	(5)
15. I am unhappy at work.	(1)	(2)	(3)	(4)	(5)
16. I feel depressed because of the suffering I see at work.	(1)	(2)	(3)	(4)	(5)
17. I am unhappy because I have observed health workers doing things that I believe are unethical.	(1)	(2)	(3)	(4)	(5)
18. My manager cares about my personal wellbeing.	(1)	(2)	(3)	(4)	(5)
19. My workload seems endless.	(1)	(2)	(3)	(4)	(5)
20. My workplace is an extremely harsh place to work.	(1)	(2)	(3)	(4)	(5)
21. I feel satisfied by my work in healthcare.	(1)	(2)	(3)	(4)	(5)
22. Because of my work, I have very little time for a personal life.	(1)	(2)	(3)	(4)	(5)
23. I have people who I can talk to about my struggles at work.	(1)	(2)	(3)	(4)	(5)
24. I believe I can make a difference through my work in healthcare.	(1)	(2)	(3)	(4)	(5)
25. I have close friends who support me in my work.	(1)	(2)	(3)	(4)	(5)
26. I avoid activities or situations that remind me of patients' suffering.	(1)	(2)	(3)	(4)	(5)
27. I am proud of what I can do to help.	(1)	(2)	(3)	(4)	(5)
28. I feel responsible that I have not always been able to help people.	(1)	(2)	(3)	(4)	(5)
29. My work exhausts me.	(1)	(2)	(3)	(4)	(5)
30. I feel that my work in healthcare makes the world a better place.	(1)	(2)	(3)	(4)	(5)



The
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HOW DO I GET MY PROQOL HEALTH SCORES?

Scores on a measure such as the ProQOL-HEALTH should be treated as one piece of information about your quality of life. It is useful to compare the results of the ProQOL-HEALTH with you own experience of your personal and working life, as well as observations that others close to you have made about your health and happiness. Many health workers find it useful to complete the ProQOL-Health on a regular basis and compare current and past scores. In other words, you can use your past scores as a comparison for how you are doing today. Others find it useful to discuss their scores with trusted colleagues, friends and supervisors.

The ProQOL-Health is still under development. We are still collecting data so that you can compare your scores to those of other health workers doing similar work. The indicators or low, medium and high levels should be used only as a rough guide.

COMPASSION SATISFACTION

Copy your number of your responses (“Never” =1, “Rarely” = 2, and so on) for these six questions on to this table and then add them up. Write the total in at the bottom. Then find your score in the table on the right to see if you have low, average or high compassion satisfaction.

- 1. _____
- 6. _____
- 21. _____
- 24. _____
- 27. _____
- 30. _____
- Total:** _____

**The sum of the
Compassion
Satisfaction
questions is:**

**Which makes my
Compassion
Satisfaction
level:**

12 or less	Low
From 13 to 23	Average
24 or more	High

PERCEIVED SUPPORT

Copy your number of your responses (“Never” =1, “Rarely” = 2, and so on) for these six questions on to this table and then add them up. Write the total in at the bottom. Then find your score in the table on the right to see if you have low, average or high perceived support.

- 5. _____
- 11. _____
- 13. _____
- 18. _____
- 23. _____
- 25. _____
- Total:** _____

**The sum of the
Perceived Support
questions is:**

**Which makes my
Perceived Support
level:**

12 or less	Low
From 13 to 23	Average
24 or more	High

BURNOUT

Copy your number of your responses (“Never” =1, “Rarely” = 2, and so on) for these six questions on to this table and then add them up. Write the total in at the bottom. Then find your score in the table on the right to see if you have low, average or high burnout.

8. _____
15. _____
19. _____
20. _____
22. _____
29. _____
Total: _____

The sum of the Burnout questions is:	Which makes my Burnout level:
12 or less	Low
From 13 to 23	Average
24 or more	High

SECONDARY TRAUMATIC STRESS

Copy your number of your responses (“Never” =1, “Rarely” = 2, and so on) for these six questions on to this table and then add them up. Write the total in at the bottom. Find your score in the table on the right to see if you have low, average or high secondary traumatic stress.

3. _____
7. _____
10. _____
12. _____
16. _____
26. _____
Total: _____

The sum of the Secondary Traumatic Stress questions is:	Which makes my Secondary Traumatic Stress level:
12 or less	Low
From 13 to 23	Average
24 or more	High

MORAL DISTRESS

Copy your number of your responses (“Never” =1, “Rarely” = 2, and so on) for these six questions on to this table and then add them up. Write the total in at the bottom. Then find your score in the table on the right to see if you have low, average or high moral distress.

2. _____
4. _____
9. _____
14. _____
17. _____
28. _____
Total: _____

The sum of the Moral Distress questions is:	Which makes my Moral Distress level:
12 or less	Low
From 13 to 23	Average
24 or more	High

WHAT DO MY PROQOL HEALTH SCORES MEAN?

The ProQOL-Health is still under development. We are still collecting data so that you can compare your scores to those of other health workers doing similar work. Use the Scoring Instructions on Page 3 to determine your scores and write them into the spaces below. The indicators of low, medium and high should be used only as a rough guide. Many health workers find it useful to complete the ProQOL-Health on a regular basis and compare current and past scores. In other words, you can use your past scores as a comparison for how you are doing today. Others find it useful to discuss their scores with trusted colleagues, friends, supervisor, or mental health provider.



STRENGTHS

Compassion Satisfaction _____

Compassion satisfaction is the pleasure you derive from the feeling of being effective in your work as a health worker. For example, you may feel like it is a pleasure to help others through your work. You may feel positively about your colleagues or your ability to contribute to the work setting or the greater good of society. Higher scores suggest greater satisfaction from your ability to be an effective health worker.

Perceived Support _____

Perceived support is your sense of having access to effective assistance when you need it. Support can take many forms including carrying out tasks for us when our own capacity is overwhelmed, offering useful advice, working with us to solve difficult problems, distracting us from the stressors in our work, or offering emotional support and empathy for our struggles. Higher scores suggest feeling well supported by others, an important component of overall quality of life.

Burnout _____

Burnout refers to feelings of hopelessness and exhaustion that make it difficult to be effective at work. These feelings typically start slowly and get worse over time. People struggling with burnout often have very high workloads, have few opportunities for rest, or are working in unsupportive environments. They often feel unappreciated or that their efforts make no difference. Higher scores suggest a higher level of burnout.

Secondary Traumatic Stress _____

Secondary Traumatic Stress (STS) is about your work-related, secondary exposure to traumatically stressful events such as witnessing terrible suffering, violence or death. STS often starts suddenly following particularly difficult experiences. People struggling with STS often struggle with upsetting and uncontrollable memories, constantly thinking about bad experiences, avoiding activities that remind them of bad experiences, being afraid for no reason, and having difficulty sleeping. High scores suggest a higher level of secondary traumatic stress.

Moral Distress _____

Health workers are sometimes faced with difficult situations and choices. At times we are forced by circumstance, or instructed, to act in ways that conflict with our personal values, beliefs and morality. It is these parts of our work that may result in lasting inner turmoil that can negatively affect our quality of life. Moral distress of this kind is associated with feelings of guilt, shame and resentment. Higher scores suggest higher levels of moral distress.



VULNERABILITIES

If you have concerns about your emotional health, please talk to a trusted colleague, supervisor, friend or family member, or with a mental health professional.