

The Professional Impact Scale

The Professional Impact Scale was developed by KSL Research, Training, and Consultation, LLC after years of collecting data from human service professionals regarding the challenges of their work and the factors associated with a fulfilling career. This assessment is not a diagnostic instrument; rather it is intended to be a useful tool to evaluate the strength and ratio of challenges and protective factors that influence employee wellbeing.

Please use the scale below to indicate how frequently you have experienced the following in the past six months:

0= Never 1= Rarely 2 = Sometimes 3 = Somewhat often 4 = Frequently 5= Almost always

____ Feel guilty about missing family/social functions due to your job

____ Feel less tolerant in personal relationships

____ Work takes priority over family or personal life

____ Not wanting to talk to your loved ones about work

____ Feel emotionally disconnected from loved ones

Family Issues

Total _____

____ Feel like you don't know what "normal" is anymore

____ Find yourself desensitized to graphic depictions of violence or human suffering

____ Find yourself suspecting many people of being criminals

____ Experience a pervasive distrust of human nature and motives

____ Decreased belief that people you meet are trustworthy

Worldview

Total _____

____ Find yourself spending more money than usual after a difficult day

____ Use alcohol to cope with demanding work days

____ Spend more time watching TV after work than spending time interacting with family members

____ Find yourself eating more "comfort foods" than usual

____ Use computer or video games to escape stress of job

Avoidance

Total _____

____ Fear of judgment if you talk about how the job is affecting you

____ Don't have the time or interest in social activities

____ Avoid socializing with people who don't understand your profession

____ Reluctant to tell new acquaintances what kind of work you do

____ Think other people don't understand or appreciate the value of the work that you do

Isolation

Total _____

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____ Feel detached or numb when exposed to graphic material

____ Find yourself ruminating about a highly stressful event and/or unable to “turn off your head” and quiet your mind

____ Have nightmares or difficulty sleeping that are related to work

____ Feeling increased anger, disgust, sadness, and/or distress

____ Experience unwanted visual images that reoccur unexpectedly

Trauma Exposure

Total _____

____ Concerned about your wellbeing due to your employment

____ Find yourself being hyper-vigilant when off duty

____ Concerned about your safety in general due to knowledge obtained from work

____ Concerned about the general safety of your friends/family due to knowledge obtained from work

____ Think about being killed in the line of duty

Safety Concerns

Total _____

____ Believe your department will support you if something “bad” happens that was beyond your control

____ Enjoy spending time with your co-workers

____ Feel valued and appreciated by your agency for the work that you do

____ Find your supervisor to be a source of support during challenging times

____ Feel a sense of belonging at work

Job Support

Total _____

____ Understand the expectations of the work you do

____ Make time to do the things that rejuvenate you

____ Listen to the signals and needs of your mind and body

____ Engage in hobbies or activities that you enjoy

____ Feel balance between work and personal life

Self-Care

Total _____

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Please use the scale below to indicate how frequently you have experienced the following in the past six months:

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_____ Believe your work contributes to a better world

_____ Find value and purpose in your daily interactions

_____ Feel a sense of meaning

_____ Believe your job protects the community

_____ View yourself as an important part of public safety

Meaning

Total _____

_____ Notice when people are struggling and try reach out in some way

_____ Feel moved by the pain and suffering of others

_____ Listen empathetically when a person is talking about something painful or difficult

_____ Curious to understand someone's experience

_____ Feel comfortable being present with someone who is hurting without the need get away or make them feel better

Compassion

Total _____

_____ Adapt and problem solve during challenging times

_____ Sustain a sense of meaning and purpose in midst of adversity

_____ Experience contrasting emotions without judgment

_____ Take in social support during difficult life events

_____ Believe you have the resources to meet life's challenges

Resilience

Total _____

_____ Believe that difficult life experiences can produce important personal growth

_____ Believe you will survive challenging times, even during the worst moments

_____ In retrospect, draw meaning and wisdom from negative events

_____ Constructively share painful experiences and lessons learned to help other people

_____ Feel a sense of gratitude after considering all the ways things could have turned out worse

Growth

Total _____

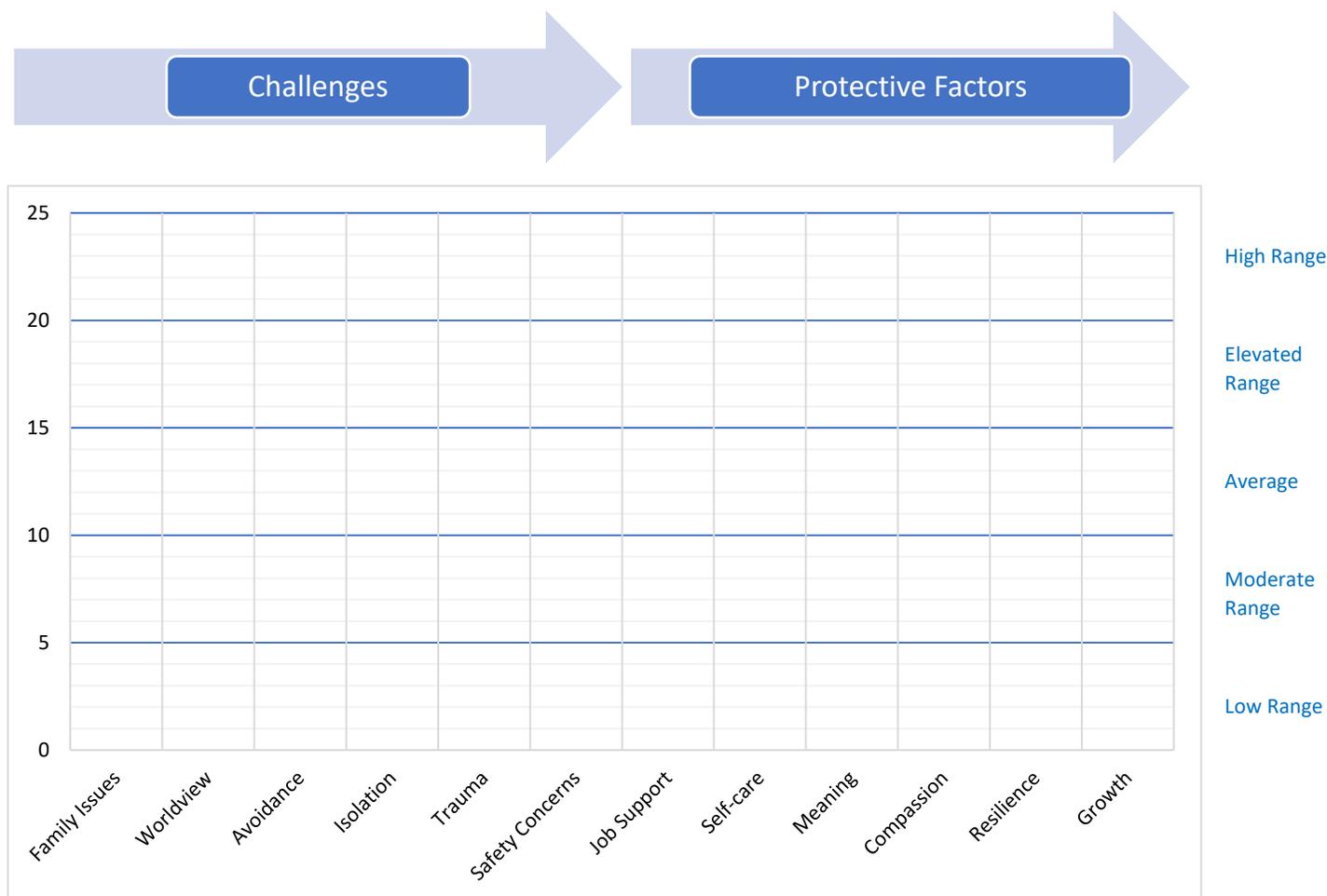
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Interpreting the results:

The following categories are associated with challenges to employee health and wellbeing: Family issues, Distorted Worldview, Avoidance, Isolation, Trauma Symptoms, and Safety Concerns.

Protective factors that can mitigate the challenges from work and help balance the overall impact are the following categories: Job Support, Self-Care, Sense of Meaning, Compassion, Resilience, and Growth.

Place your scores from the 12 categories on the chart below to get a visual idea of the strength and ratio of challenges and protective factors.



The categories selected for this survey were chosen to reflect the diverse ways professionals reported being impacted by their work. An unexpected finding while investigating the negative consequences of occupational stress was the discovery that over time, many employees subsequently started reporting positive aspects of the same stressors. Dealing with some of the worst forms of human behavior can also expose staff to incredible acts of altruism, courage, and recovery. Ironically, it was the process of acknowledging and honoring the negative consequences of the job that seemed to allow the rewards to naturally surface. It became evident that it was not an “either-or” phenomenon. Finding meaning and purpose in a career *and* being deeply impacted by the job were not mutually exclusive – in fact, they appeared to be linked together. It was the process of making room for both experiences that appeared to be most beneficial over time.