

## 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 \_\_\_\_\_**

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\_\_\_\_ 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 \_\_\_\_\_**

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\_\_\_\_ 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 \_\_\_\_\_**

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\_\_\_\_ 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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\_\_\_\_\_ 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 \_\_\_\_\_

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\_\_\_\_\_ 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 \_\_\_\_\_

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\_\_\_\_\_ 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 \_\_\_\_\_

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\_\_\_\_\_ 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 \_\_\_\_\_

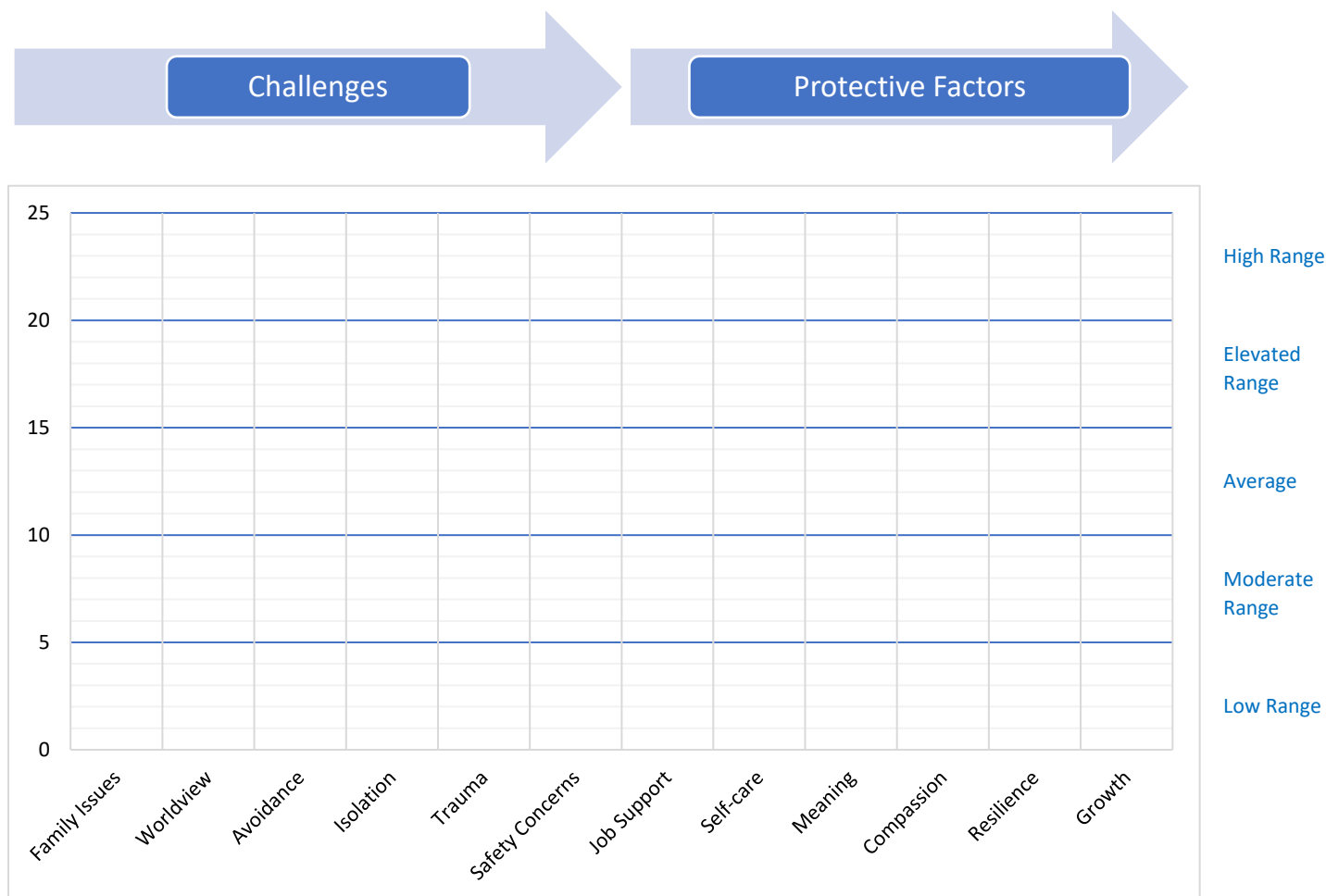
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### Interpreting the results:

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.