

Commonly Used Wellbeing Measures in Academic Medicine

A variety of tools are available to assess wellbeing, burnout, professional fulfillment, and related concepts in academic medicine. No single instrument is appropriate for every situation. Selection should be guided by your goals, population, available resources, and intended use of the results.

This quick reference highlights several commonly used measures in medical education and healthcare settings.

Measure	Primarily Measures	Common Uses	Considerations
Professional Fulfillment Index (PFI)	Professional fulfillment, work exhaustion, interpersonal disengagement	Faculty, physicians, learners, healthcare professionals	Commonly used in academic medicine and physician wellbeing initiatives
Well-Being Index (WBI)	Distress, fatigue, burnout risk, quality of life	Physicians, learners, healthcare professionals	Brief tool with benchmarking opportunities
Maslach Burnout Inventory (MBI)	Emotional exhaustion, depersonalization, personal accomplishment	Research and organizational assessment	Widely recognized but requires licensing and associated costs
Copenhagen Burnout Inventory (CBI)	Personal, work-related, and client-related burnout	Healthcare, education, organizational settings	Open access and commonly used internationally
Mini-Z	Burnout and workplace conditions	Healthcare organizations and quality improvement initiatives	Brief and practical for organizational use
Oldenburg Burnout Inventory (OLBI)	Exhaustion and disengagement	Workplace and academic settings	Open-access alternative to the MBI
PROMIS Measures	Mental, physical, and social health domains	Research, clinical assessment, organizational evaluation	Flexible and available across multiple health domains