

Archetype Physician Leadership Fatigue & Distress Assessment

Instructions:

Circle the number that best represents your view for each statement (1 = Strongly Disagree, 5 = Strongly Agree). Please answer honestly. Write responses to the open-ended questions in the space provided.

1. Role Clarity

Statement	1	2	3	4	5
I have a clear understanding of my leadership responsibilities					
My decision authority is well defined					
I know who to turn to with questions about my role					
Please describe any moments of ambiguity you've experienced in your leadership role:					

2. Team Understanding of Leader Role

Statement	1	2	3	4	5
My team understands the scope of my physician leadership role					
Non-physician colleagues are aware of my responsibilities					
Confusion about my physician leader role affects the workflow					
Describe a situation when misunderstanding your role led to difficulty:					

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3. Onboarding & Organizational Support

Statement	1	2	3	4	5
I received formal onboarding before starting this leadership role					
My organization provides regular mentoring or coaching					
Ongoing professional development is encouraged for physician leaders					
What would have improved your transition into this role?					

4. Values Alignment

Statement	1	2	3	4	5
My personal values align with organizational expectations					
I have felt pressure to act against my values in this leadership role					
My values and my organization's values are discussed openly					
Describe a time when this alignment or misalignment was most evident:					

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5. Peer & Social Connection

Statement	1	2	3	4	5
I have regular access to peer support					
I feel isolated from other physician leaders					
My peers provide constructive shared learning					
<i>What could be done to strengthen peer support?</i>					

6. Organizational Culture & Safety

Statement	1	2	3	4	5
It is safe to express vulnerability here					
Psychological wellbeing is a clear organizational priority					
My organization responds effectively to staff stress					
<i>How does the organization respond to a struggling leader or team member?</i>					

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7. Cumulative Workplace Distress (CWD)

(CWD: Cumulative workplace distress that may include compassion fatigue, burn out, moral injury, and/or PTSD)

Statement	1	2	3	4	5
I have felt CWD related to leadership decisions					
My emotional wellbeing has been compromised by this role					
Distress sometimes affects my work or relationships					
<i>What helps you manage moral or emotional strain?</i>					

8. Leadership Fatigue

Statement	1	2	3	4	5
I often feel emotionally exhausted at work					
Leadership responsibilities feel overwhelming at times					
I have considered leaving my leadership role due to CWD					
<i>What are the biggest contributors to your current fatigue?</i>					

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9. Identity Strain

Statement	1	2	3	4	5
Balancing clinician and leader identities feels challenging					
Loss of professional identity increases my distress					
I am able to maintain a sense of meaning and self-worth in both roles					
<p><i>When do you feel most like a “physician leader,” or most conflicted?</i></p>					

Additional comments:



Please return your completed assessment to: Danielle@archetypelearningsolutions.com. Your results will remain completely confidential. Responses from this assessment may be used for research and quality improvement to enhance leadership development for physicians. Participation in research use of your data is entirely voluntary. You may choose whether to allow your de-identified responses to be included in future research by selecting the option below.

☐ I agree to allow my de-identified responses to be used for research.

☐ I do not agree to allow my responses to be used for research.

Your individual results will remain confidential and will never be reported in a way that could identify you personally.