

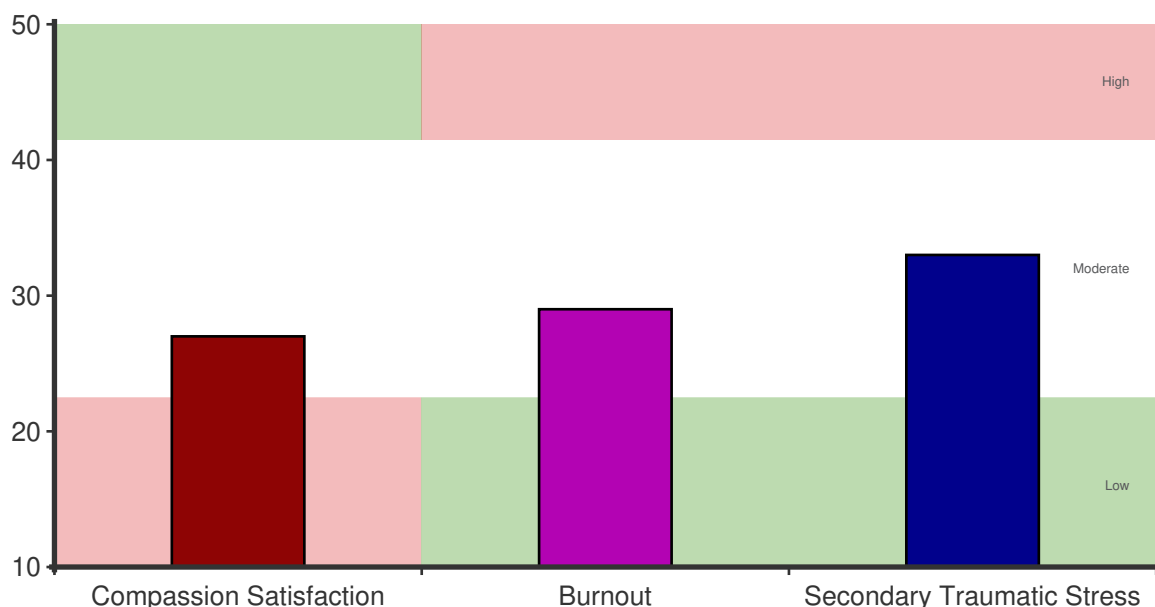
**Professional Quality of Life Scale - 5 (ProQOL)**

Client Name Generic Client
Date of birth (age) 1 Jan 1990 (36)
Assessor Dr Emerson Bartholomew

Date administered 4 Jun 2026
Time taken 25s

Results

	Raw Score (10-50)	Psychologist Percentile	Range
Compassion Satisfaction	27	6.3	Moderate
Burnout	29	70	Moderate
Secondary Traumatic Stress	33	97.4	Moderate

ProQOL Subscale Scores**Interpretation**

The Professional Quality of Life Scale – 5 (ProQOL) was administered on 04 June 2026.

The Compassion Satisfaction subscale score is 27, at the 6.3rd percentile relative to Australian psychologists. This score is within the Moderate range. The Burnout subscale score is 29, at the 70th percentile relative to Australian psychologists, falling within the Moderate range. The Secondary Traumatic Stress subscale score is 33, at the 97.4th percentile relative to Australian psychologists, falling within the Moderate range.

Compassion Satisfaction reflects the pleasure and sense of accomplishment derived from being able to do helping work well, including positive feelings about colleagues and about one's contribution to the work setting. The respondent's score sits low relative to their peers, indicating less reported work-related satisfaction than most of the comparison group. The respondent's responses to the following items contributed most to this result:



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- 6. *I feel invigorated after working with those I help. (Never)*
- 12. *I like my work as a helper. (Never)*
- 16. *I am pleased with how I am able to keep up with helping techniques and protocols. (Never)*

Secondary Traumatic Stress reflects work-related distress arising from exposure to other people's traumatic experiences, which is often rapid in onset and characterised by fear. The respondent's score sits high relative to their peers, indicating more reported work-related traumatic stress than most of the comparison group. The respondent's responses to the following items contributed most to this result:

- 5. *I jump or am startled by unexpected sounds. (Very Often)*
- 7. *I find it difficult to separate my personal life from my life as a helper. (Very Often)*
- 25. *As a result of my helping, I have intrusive, frightening thoughts. (Very Often)*

Scoring and Interpretation Information

For comprehensive information on the Professional Quality of Life Scale – 5 (ProQOL), [see here](#).

Each of the three ProQOL subscales is scored by summing its 10 items, giving a raw score between 10 and 50 per subscale; five items (1, 4, 15, 17, and 29) are reverse-scored before summing. No total score is produced. Higher scores indicate more of the construct measured, whether more of that construct is a strength or a concern depends on the subscale. Higher Compassion Satisfaction is protective, whereas higher Burnout and Secondary Traumatic Stress are concerning.

The three subscales are:

Compassion Satisfaction (10 items; items 3, 6, 12, 16, 18, 20, 22, 24, 27, 30; scores range 10–50), capturing the pleasure and sense of accomplishment derived from doing helping work well, including positive feelings about colleagues and about one's contribution to the work setting and the greater good. Higher scores represent greater satisfaction and are protective.

Burnout (10 items; items 1, 4, 8, 10, 15, 17, 19, 21, 26, 29; scores range 10–50), capturing exhaustion, frustration, and hopelessness related to work. These feelings typically have a gradual onset and can reflect a sense that one's efforts make no difference, a very high workload, or a non-supportive work environment. Higher scores indicate a higher risk of burnout. The Burnout subscale includes several positively worded items about general wellbeing, and scores are best interpreted alongside the item-level responses.

Secondary Traumatic Stress (10 items; items 2, 5, 7, 9, 11, 13, 14, 23, 25, 28; scores range 10–50), capturing work-related distress arising from secondary exposure to traumatic events, such as hearing about or being repeatedly exposed to the details of others' trauma. Its symptoms are usually rapid in onset and associated with a particular event, and typically include an element of fear. Higher scores indicate greater work-related traumatic stress.

ProQOL Percentile Context

Each subscale score is presented with a percentile rank indicating how the respondent scored in comparison to Australian psychologists (Hegarty & Buchanan, 2021). This is the comparison

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group closest to the profession of most respondents, and therefore the most relevant context for interpreting a score.

A percentile of 50 represents a typical score relative to the comparison group. On Burnout, for example, a psychologist percentile of 85 indicates the respondent reported more burnout-related experiences than 85 percent of Australian psychologists, a level worth reflecting on even though it is not rare. On Compassion Satisfaction the direction of interpretation reverses: a psychologist percentile of 10 indicates the respondent reported less work-related satisfaction than 90 percent of their psychologist peers, and it is the low percentiles on this subscale that signal concern.

ProQOL Score Ranges

Alongside the percentiles, each subscale score is categorised using the developer's screening convention (Stamm, 2010), derived as quartiles of the manual's data bank and intended for screening rather than as validated clinical categories:

Low (22 or less): the score sits in the lower region of the scale range. On Compassion Satisfaction this indicates notably little reported work-related satisfaction; on Burnout and Secondary Traumatic Stress it indicates few reported difficulties.

Moderate (23 to 41): the score sits in the broad middle region where most helping professionals score on all three subscales.

High (42 or more): the score sits in the upper region of the scale range. On Compassion Satisfaction this indicates a high reported level of professional satisfaction; on Burnout and Secondary Traumatic Stress it indicates a notably elevated score that is uncommon in professional samples.

The percentile ranks are the primary interpretive frame; the ranges provide a familiar secondary reference consistent with the wider ProQOL literature. When the three subscale positions match one of five combination profiles described by Stamm (2010), the report's interpretive text briefly describes the constellation.

ProQOL Graphs

On first administration, the report presents a comparison chart of the three subscale scores, with shaded background regions indicating the Low, Moderate, and High score ranges.

When two or more administrations are available, the report adds a line plot for each subscale showing the raw score trajectory of compassion satisfaction, burnout, and secondary traumatic stress across the repeated administrations.

Client Responses



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Compassion Satisfaction

		Never	Rarely	Sometimes	Often	Very Often
3	I get satisfaction from being able to help people.	1	2	3	4	5
6	I feel invigorated after working with those I help.	1	2	3	4	5
12	I like my work as a helper.	1	2	3	4	5
16	I am pleased with how I am able to keep up with helping techniques and protocols.	1	2	3	4	5
18	My work makes me feel satisfied.	1	2	3	4	5
20	I have happy thoughts and feelings about those I help and how I could help them.	1	2	3	4	5
22	I believe I can make a difference through my work.	1	2	3	4	5
24	I am proud of what I can do to help.	1	2	3	4	5
27	I have thoughts that I am a "success" as a helper.	1	2	3	4	5
30	I am happy that I chose to do this work.	1	2	3	4	5

Burnout

		Never	Rarely	Sometimes	Often	Very Often
1	I am happy.	5	4	3	2	1
4	I feel connected to others.	5	4	3	2	1
8	I am not as productive at work because I am losing sleep over traumatic experiences of a person I help.	1	2	3	4	5
10	I feel trapped by my job as a helper.	1	2	3	4	5
15	I have beliefs that sustain me.	5	4	3	2	1
17	I am the person I always wanted to be.	5	4	3	2	1
19	I feel worn out because of my work as a helper.	1	2	3	4	5



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Client Responses (cont.)

		Never	Rarely	Sometimes	Often	Very Often
21	I feel overwhelmed because my work load seems endless.	1	2	3	4	5
26	I feel "bogged down" by the system.	1	2	3	4	5
29	I am a very caring person.	5	4	3	2	1

Secondary Traumatic Stress

		Never	Rarely	Sometimes	Often	Very Often
2	I am preoccupied with more than one person I help.	1	2	3	4	5
5	I jump or am startled by unexpected sounds.	1	2	3	4	5
7	I find it difficult to separate my personal life from my life as a helper.	1	2	3	4	5
9	I think that I might have been affected by the traumatic stress of those I help.	1	2	3	4	5
11	Because of my helping, I have felt "on edge" about various things.	1	2	3	4	5
13	I feel depressed because of the traumatic experiences of the people I help.	1	2	3	4	5
14	I feel as though I am experiencing the trauma of someone I have helped.	1	2	3	4	5
23	I avoid certain activities or situations because they remind me of frightening experiences of the people I help.	1	2	3	4	5
25	As a result of my helping, I have intrusive, frightening thoughts.	1	2	3	4	5
28	I can't recall important parts of my work with trauma victims.	1	2	3	4	5