

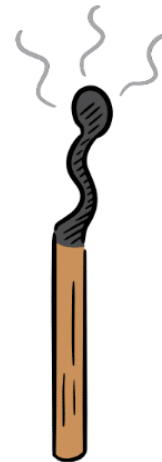


Remote  
Health



# Course Materials

## **Burnout & Boreout in the Workplace**



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- **Prevention: work-life balance**
- **Prevention: Concrete tips for different areas of life**
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## What are Burnout and Boreout?<sup>(1)</sup>



## Burnout syndrome is a state of severe mental exhaustion.



The mental and physical symptoms include: emotional exhaustion, listlessness, indifference, perception of excessive stress, sleep disorders, restlessness, tension, chronic fatigue and higher susceptibility to infections.

Boreout is a state of mental exhaustion caused by boredom, underload, and lack of meaning at work.

Typical symptoms:

- Lack of motivation
- Feeling empty or useless
- Fatigue
- Low self-esteem
- Inner resignation



Both can seriously affect health and work performance.

About 15% of all absences from work are due to burnout, boreout and other mental illnesses. It is therefore important not only to treat them, but above all to prevent them.



**So how do you prevent them before it happens?**

## Prevention: work-life balance <sup>(1)</sup> <sup>(2)</sup>



For good mental health, work and private life should be in balance.

This means:

- Balance between effort and recovery
- Clear boundaries between work and free time
- Enough time for rest, family, and hobbies
- Regular breaks and vacations
- Sustainable performance instead of constant pressure





For a mentally healthy person, all of the following six areas of life are in balance (i.e. there is a good balance between exertion and relaxation):

- Occupation
- Health
- Relationships
- Resources
- Individuality
- Spirituality



## Prevention:

Concrete tips for different areas of life <sup>(1)</sup>



# Occupation

- Longer breaks at work  
(if possible leave your workplace and have your meals elsewhere, take a walk)
- Shorter work shifts
- Part-time work or change of job if necessary
- Proper workplace
- To-do list
- Avoid multitasking
- Learn to say no
- Separate work from free time in terms of time and location  
(e.g. not always being available)
- One day a week without work



# Health

- Healthy diet

stress killers are nuts, bananas, oatmeal, yoghurt, peppers, avocados, fish, spinach, legumes or quinoa

- Regular exercise

2-3 times x 30 min per week

- Restful sleep

7-8 hours

avoid blue light, alcohol and heavy food 2 hours before bedtime - instead go for a walk or read a (light) book

sleep-inducing teas, such as camomile or hop tea, can help



- Power napping

20-30min during the day

- Relaxation techniques

progressive muscle relaxation, autogenic training, Qi Gong, yoga, Tai Chi, breathing techniques, etc.

## Relationships

- Quality time: at least one evening per week
- Physical touch: releases oxytocin, which reduces stress
- Excursions and events
- Enjoy alone time and hobbies



## Resources



- Sort your to-do list by urgency and importance
- Consider when 100% is necessary and when 80% is enough (Pareto principle)
- As much time as necessary for work and as much time as possible for leisure

# Individuality

- Explore your individual identity and get to know your own needs
- Where do I want to go? What motivates me?
- Think positive: accept your own weaknesses
- Develop self-efficacy: acknowledge that you are not a victim of circumstances (setting small goals and documenting your progress can help)



# Spirituality

Find access to spirituality, religion or mindfulness: e.g. prayer, church services, meditation or journaling, etc.





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