

RETHINKING BURNOUT

When self-care alone is
not the cure

Handout



Agenda



- 1 What is burnout?
- 2 How do I recognize it?
- 3 How does burnout develop?
- 4 What can I do about it personally?
- 5 What can we do about it collectively?



Accumulation of burnout cases



2004

0.6 sick leaves per thousand members due to burnout



2020

5.5 sick leaves per thousand members due to burnout



BURNOUT WHO?

Burnout



Described
since the 70s

Consequence
of overload

Syndrome and
no diagnosis

Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions:

- 1) energy depletion or exhaustion
- 2) negativism or cynicism related to one's job
- 3) reduced professional efficacy

WHO, ICD-11



WHAT ARE EARLY SIGNS?



1. Heightened ambition
2. Increased engagement
3. Neglect of own needs
4. Suppression of conflicts
5. Reconversion of values
6. Denial of problems
7. Social withdrawal
8. Change in behavior
9. Depersonalization
10. Inner emptiness
11. Depressive symptoms
12. Total exhaustion



WHAT INFLUENCES BURNOUT?



Who has what influence?



Individual

Team and
organization

Society



Society



- High-performance society
- Economic growth
- VUCA



Organization and team



- High workload and time pressure
- Poor communication
- Little appreciation and support
- Little control
- No role clarity
- Fearful error culture

Individual



- Perfectionism
- (Over-) Identification
- Relationship motives



**WHAT CAN
I DO
MYSELF?**



What can I do myself?



Question your
inner drivers

Create
balance

Pay attention to
your needs

Set
boundaries



BOUNDARIES



Every "no" is also a "yes"



**WHAT CAN
WE DO AS
A TEAM?**



What can we do collectively?



Foster
appreciation

Set and respect
breaks

Establish error
culture

Set realistic goals



Outlook Tipp

Kalender Alle anzeigen

Arbeitszeitplan

Arbeitstag beginnt: 09:00

Arbeitstag endet: 17:00

Arbeitswoche: S M D M D F S

Erster Wochentag: Montag

Kalenderoptionen

Standarderinnerung: 15 Minuten

Wochennummern anzeigen

Onlinebesprechung zu allen Ereignissen hinzufügen: Konfigurieren...

Dauer für alle Veranstaltungen verkürzen: Konfigurieren...

Zeitzonen

Standardzeitzone für neue Ereignisse: (UTC+01:00) Belgrade, Bratislava, Budapest, Ljubljana, Prague

Zweite Zeitzone in Tages- und Wochenansicht anzeigen:
(UTC+01:00) Belgrade, Bratislava, Budapest, Ljubljana, Prague Bezeichn

Dritte Zeitzone in der Tages- und Wochenansicht anzeigen:
(UTC+01:00) Belgrade, Bratislava, Budapest, Ljubljana, Prague Bezeichn

Andere Zeit vorschlagen



Adam Grant ✓

@AdamMGrant

Every workplace should have at least one day a week with no meetings—possibly more.

76 companies tested meeting-free days. Productivity & satisfaction increased, stress dropped, communication & cooperation improved.

Blocking out time to focus is good for people and performance.



Retrospectives



Start

Stop

Continue



TOOL

Weekly Capacity Check

	Mi, 13.7.2022	Mi, 20.07.2022	Mi, 10.08.2022
Luisa	2,3	2,6	2
Benthe	2,5	2,5	URLI
Nele	2,25	2,4	2
Alena	1,7	2	1,5
Marieke	2,1	2	2
Johanna	2	2,5	2
Clara			

How does it work?

- Ask in the beginning of the meeting each person how there week has been so far
- 1,5–2: I'd like to get more tasks
- 2: My days are very relaxed
- 2,1–2,5: Please no further tasks; My capacity is full
- 2,5: I'm on the edge
- 2,6–3: I'm crossing my boundaries right now; I need support

1,5–2 Ich bin frei für weitere Aufgaben, immer her damit

2 Normaler, entspannter Arbeitstag

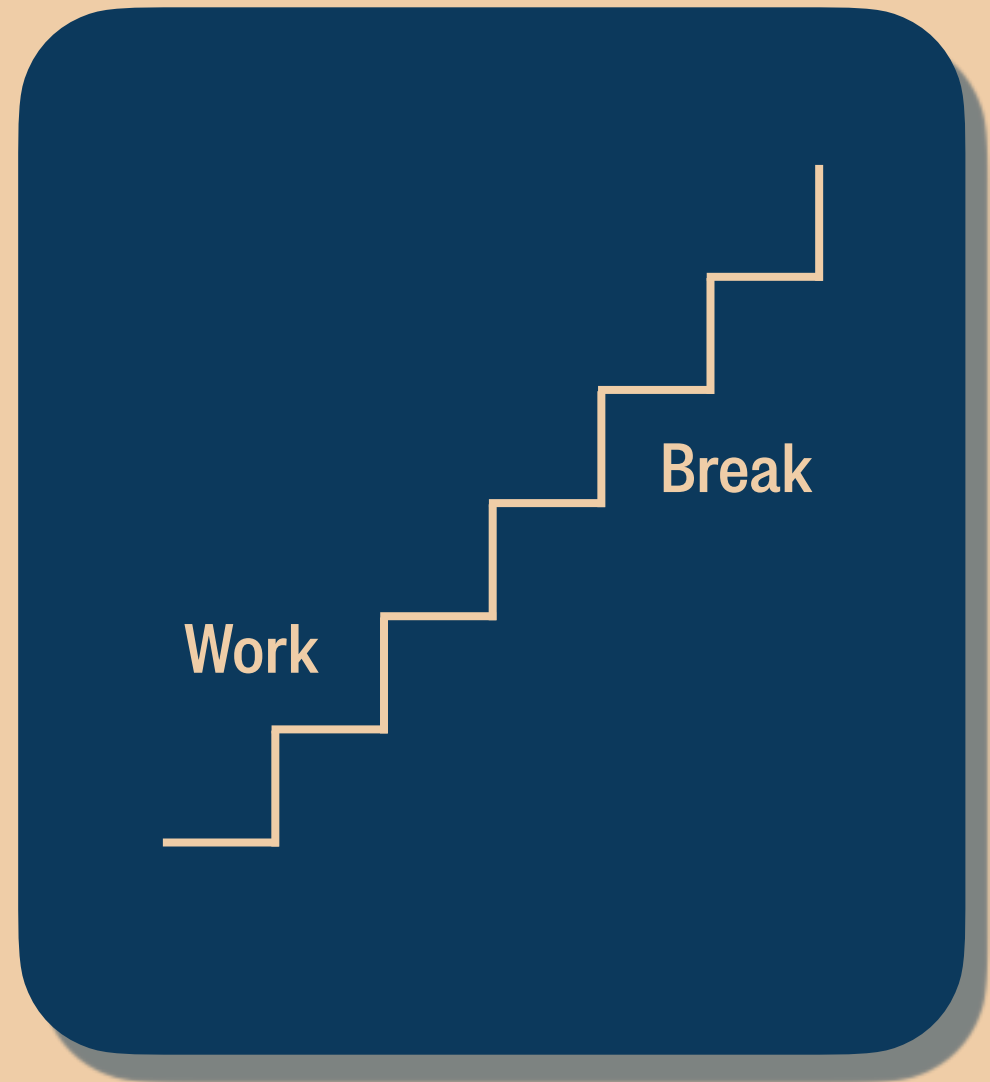
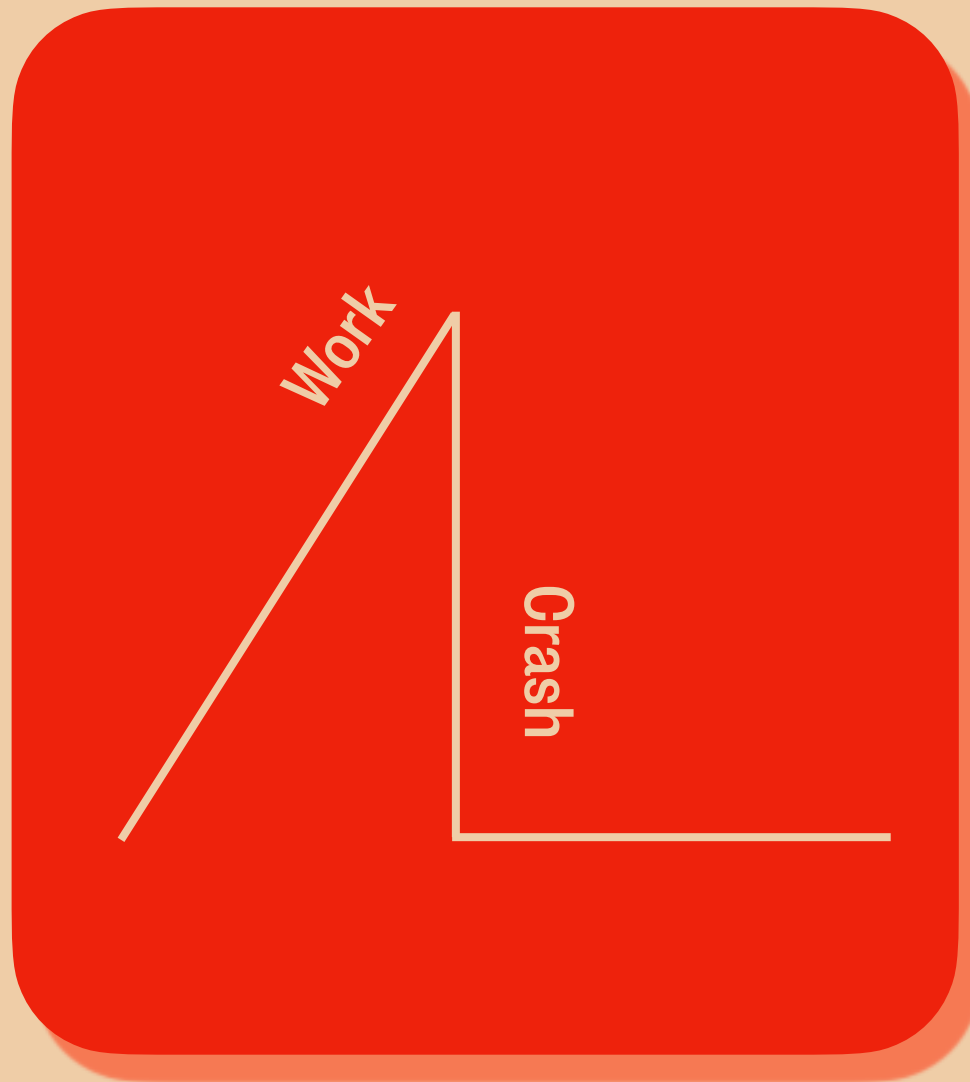
2–2,5 Ich muss mich auf meine Aufgaben konzentrieren, bitte keine weiteren Themen (Alles bis 2,5 ist also das "normale Limit", hier arbeite ich ohne meine Grenzen zu überschreiten)

2,5 Ich arbeite an meiner Grenze

2,6–3 Ich arbeite über meine Grenze hinaus



Left or right?





TAKE AWAY TAKE AWAY TAKE AWAY TAKE AWAY TAKE AWAY TAKE AWAY TAKE AWAY TAKE AWAY TAKE AWAY TAKE AWAY TAKE AWAY TAKE AWAY TAKE AWAY TAKE AWAY TAKE AWAY TAKE AWAY

- 1 The 3 leading symptoms of burnout are: Exhaustion, cynicism and drop in performance
- 2 In addition to chronic stress, there are individual, team and social factors that increase the risk of burnout
- 3 Burnout prevention is not the job of single people but a "team sport"
- 4 Protective team factors are: Appreciation, breaks, fear-free error culture and realistic goal planning
- 5 Individual strategies can be the following: questioning your own inner drivers, creating balance, perceiving and respecting your own needs and setting boundaries



And what about support?



Phone counselling: 0800.1110111
und 0800.1110222



Therapy / Coaching
www.psych-info.de / SHITSHOW



Psychiatric outpatient clinics



If you want to know more



Resources

- Davis, P. (2021). *Beating burnout at work: why teams hold the secret to well-being and resilience*. University of Pennsylvania Press.
- Han, B. C. (2015). *Müdigkeitsgesellschaft*. Matthes & Seitz Berlin Verlag.
- Nagoski, E., & Nagoski, A. (2020). *Burnout: The secret to unlocking the stress cycle*. Ballantine Books.
- Schwazer, J. (2020). *Burnout in Teams*. BestMasters.

Tools

- Questionnaire: Maslach-Burnout-Inventory



If you want to know more

Additional resources

- Freudenberger, H., & North, G. (1992). Burn-out bei Frauen. *Über das Gefühl des Ausgebranntseins*, 12.
- Laker, B., Pereira, V., Budhwar, P., & Malik, A. (2022). The surprising impact of meeting-free days. *MIT Sloan Management Review*.
- Meyer, M., Wing, L., Schenkel, A., & Meschede, M. (2021). Krankheitsbedingte Fehlzeiten in der deutschen Wirtschaft im Jahr 2020. In *Fehlzeiten-Report 2021* (pp. 441-538). Springer, Berlin, Heidelberg.



Thank you!

hello@shitshow.de | www.shitshow.de/en

[@shitshowberlin](#)