

BURNOUT-SYNDROME – AN OVERESTIMATED PHENOMENON?

An inflationary used term

The term burnout syndrome first appeared in the 1970s in connection with care professions. It is a state of emotional exhaustion with reduced performance. It can be described as the final state of a line of development that begins with idealistic enthusiasm. Then it leads via frustrating experiences to disillusionment and apathy. Psychosomatic illnesses, depression, or increased risk of addiction can be the result. The term is used inflationary today. Even lighter, lasting phases of tiredness often receive this label. In milder cases, a burnout can be managed by coaching support. However, in cases of severe symptoms and high emotional stress, psychological and/or medical treatment is indicated. The re-entry into working life is often accompanied by coaching. The reasons for a burnout lie in an excessive demand on the affected person. Exactly what overstrains him/her will vary from case to case and is also dependent on his/her personality.

How to avoid a burnout?

The variety of causes for burnout requires different prophylactic measures. On one hand, there may be excessive demands due to insufficient qualifications. This happens when employees move up the hierarchy too quickly. They then no longer meet the job requirements. In order to prevent this, it is advisable to only take on tasks that you feel up to. However, it is often not the work itself that is exhausting. It is often due to environmental factors. For example, people can feel powerless when they are no longer able to organise their everyday life themselves. Too much is then not predictable. The physical working environment can also be a burden. The widespread open-plan offices cause stress by flooding the office with stimuli and lacking opportunities for retreat. The triggers of a burnout are therefore manifold. People should thus find out what they need for their well-being and express these needs.