

BORE OUT-SYNDROME

Unseen and underestimated

The boreout syndrome is the lesser-known counterpart to burnout – yet just as impactful. It refers to psychological strain caused by chronic underload at work. When tasks are too easy, repetitive, or lack meaning, joy and motivation fade. Symptoms such as fatigue, low self-esteem, and withdrawal mirror those of burnout, though the cause is reversed: not overwork, but lack of challenge. Since many people find it hard to see underload as a serious issue, Boreout often goes unnoticed. A rubber band illustrates it well: while burnout overstretches it, boreout leaves it slack – missing the healthy tension.

How to prevent boreout?

Underload can be quantitative (too little to do) or qualitative (tasks are too simple). When people aren't mentally challenged, they quickly lose confidence – even simple tasks can become stressful. The best remedy is seeking new challenges: within your job, through further education, or via stimulating hobbies. If the situation doesn't improve, a job change may be necessary. During hiring processes, both sides should assess whether the role truly fits the applicant's capabilities. A career reflection can help clarify personal needs and avoid misfits.