

BURNOUT-SYNDROME

Burnout is a serious phenomenon – and at the same time one of the most overused terms in working life.

The term first emerged in the 1970s in the caring professions. It describes a state of emotional exhaustion, often accompanied by apathy, reduced performance and psychosomatic symptoms. The progression is typical: initial idealistic enthusiasm is followed by frustration and disillusionment – and ultimately by exhaustion. Today, the term is often used rather loosely: even persistent tiredness or dissatisfaction is quickly labelled as burnout.

Burnout usually develops because of chronic overload – often less because of the task itself than because of the environment: lack of autonomy, sensory overload, overly rapid moves up the hierarchy or unclear role expectations. Those who are aware of their own limits and maintain a realistic self-image can take preventive steps. Long-term self-care is the most effective protection against burnout – and it begins with recognising and articulating one's needs at an early stage.

Milder forms can often be addressed effectively through coaching. In more severe cases, psychological or medical support is required.

Articles on burnout syndrome (all articles)

- Kintsugi – a model for dealing with disruptions in life
- And – what exactly is your diagnosis?