

Stichting Burnout - 12 session burnout recovery program (UK-Ph)

The objective is to recover, to gain insight in the 'mismatches' that caused the burnout, regain strength and self confidence and to finally, in agreement with the employer, make choices in the work situations there where your skills and or needs mismatched. The only alternative to change in a work situation is to increase coping strength – but latter cannot be done unlimitedly.

Underneath, we give an impression of the usual sequence of sessions. Between sessions 'homework' is made and weekly activities are scheduled. The (for example: 12) sessions are divided into three phases:

Phase 1: Learning to recover

Phase 2 : Understanding what overcame you with the burnout

Phase 3 : To change for the future .

Phase 1 Learning to recover

Session 1: Diagnosis and orientation . You will be tested if whether have burnout, or perhaps other psychic complaints. The tests also examines to what extent ' the' typical burnout symptoms' are applicable to you. In the orientation meeting the program is being explained, finances are discussed and homework is introduced - including the 'homework' to writing your burnout story in as far as you have not yet done it. Other 'modes' of expression as pictures or even sound or sculpture.

Session 2: The depletion . Together we make a profound inventory of all possible stressful situations and factors . We evaluated what the most important energy depleting factors were to YOU. We also examine the factors in your life than CAN give you energy, and what activities and goals used to give energy – just before, or even decennia before the burnout. The problem areas (in terms of energy leakage and mismatches) are summarized and prioritized with you.

Session 3: Confidence . There is a 360 feedback organized around you, so also you get a renewed understanding of what you de WELL, what makes you 'tick' and what makes you 'typical'. This increases your confidence .

Session 4 : Stabilization . Work stress can overflow into private and vice versa . These influences (overflows vice versa) are inventarized. It is decided what 'energy boosters' we will try to use for the coming period, so you can already stabilize in terms of energy, and do not fall back to 'total burnout' when starting working a few hourse again. (Note: it may be that the previous working situation was such a trauma that it is not wise to spend any more hours in the old job, but it is better to find work-like hours totale separate from your former workplace). The energy 'givers' are emphasized and solutions are agreed how the most 'terrible' energy depleters/takers can be prevented. Agreements about reward and relaxation are made.

Phase 2 : Understanding what overcame you with the burnout

Session 5 : Approach energy givers / takers . Some things in your life may last only 2 minutes, but give you positive energy for hours. We call them 'energy givers'. Other thinks may last as short but take away energy, we call them 'energy takers'. We make lists of energy takers and givers, as well within working hours as outside. Particularly important are the things that last very shortly, but give a long lasting 'boost' or 'rave' of energy? Per item, a decision is made what is going to be changed, in order to maximize postive energy and prevent or rule out 'stimuli' that may engage you in a 'energy drain'.

Session 6 : Coping . Coping is "dealing" . We will identify your coping style in all situations . In every 'energy draining' situation, how much can be improved with different coping? Not ALL can be solved with 'better coping', there are natural limits to what you can 'stretch up'. Other coping styles are practiced with role playing.

Session 7 : Job Match . Burnout can result from a poor match between the person and work content or work environment. The mismatch can be about motives, skills, ethics, atmosphere, people, voices, reward and even general environment .The eight most common mismatches be verified with you , to see what is or is not applicable . Also, each area is examined to identify what may or may not be done.

Session 8 : Conflicts . Many burnouts are also linked to conflicts of interest . With all the conflicts in your life are explored - including the differences between you and your environment (which may include colleagues or boss) . It also examines what or who the " energy givers " in your life and who are the "energy takers/drainers". Do realise you that sometimes an employer can play the role of energy drainer ON PURPOSE in order to motivate you to leave to organisation voluntarily. Some conflicts may not be about 'interest', but just 'personal mismatch'. Also these must be listed and adressed. Changing rooms of departments because of personal mismatch is a perfectly normal solution in many organisations.

Phase 3 : To change for the future

Session 9 . Energy sensitivity. During the sessions, but also in between sessions you will notice that you have become more SENSITIVE towards energy givers and takers. When a 'taker' threatens to emerge, you will intervene in an earlier stage. More and more often, you will be the first one to notice 'hey this is costing everybody energy! I am seeing it, but nobody dares to say'. Then you are on the right track – for your self, and maybe also for others, you become a 'leader' in recognizing and changing situations so you all end up with more, and rewarding energy.

Session 10 : Overview of changes . Here are all the things you 've discovered and wanted to change are summarized: the energy boosters that are addressed , the energy takers , the conflicts , the coping , the job match . All is summarized and made consistent.

Session 11 : Changes to be made by others. Of course, the burnout was not entirely up to you . On the basis of the lists in the previous sessions, determine who needs to change what OUTSIDE you in order to keep you energetic and far away from burnout. This will be your 'negotiation list' or 'come back list' when you come to work. This may be tricky: as you went off ill, some people may have thought 'let him recover and come back healthy, the we continue on the old footing'. But in 95% of the cases, changes will have to be made not only by you, but also your surrounding! Some people in your surrounding may not like that part.....but is necessary, and a negatiation, in order to keep you healthy.

Session 12 : Coming out / standing up for desired change . Here everything is added together , all the main goals are written down and as well as the things that the employer needs to change. You stand behind yourself and together with the consultant asking for the changes that you need outside yourself/in your surrounding .

Mail info@burnout.nl (for the Netherlands info@burnout.be for Belgium) for an informal meeting in your neighborhood .