

SoSe 2025, IM Communication and Language

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Topic: Burnout

Burnout

Causes:

- Work-Related factors: heavy workload, lack of control/recognition, unfair treatment
- Personal Factors: Perfectionism, poor work-life balance, lack of coping strategies
- External Factors: Financial stress, global events, environmental stressors

Symptoms:

- Physical Symptoms: feeling tired/exhausted, insomnia, headaches, gastrointestinal problems
- Emotional Symptoms: feeling helpless/defeated, self-doubt, anxiety, cynical outlook on life
- Behavioural Symptoms: Procrastinating, isolation, reliance on drugs/alcohol/food to cope

Impact:

- On Individuals: emotional exhaustion, physical symptoms, relationship strain
- On Organisations: lower performance, many sick days, quitting
- On Society: mental health crises, economic effects, social problems

Prevention and Overcoming:

What you can do:

- Money worries → plan your budget, get debt advice, use welfare benefits
- Work → structure your day, take breaks, set boundaries, understand & manage stress, utilise workplace support
- Job security → talk to your employer, get advice about your rights & options, make a plan & take control of the situation
- Isolation: support lines/groups, therapy, investing in relationships
- Physical health: exercise, eat well, sleep enough → aim for balance

What your employer can do:

- Culture and policies: “lead by example”, physical health program, zero tolerance towards harassment
- Collaboration: open communication between managers, HR and employees
- Training & development: training managers & employees about procedures and awareness
- Behaviour: recognise good practice, conduct regular assessments of stress factors

→ Work-life balance

Examples & Organisation:

- Lady Gaga, Jan Böhmermann, ...
- German Depression Aid Foundation
- Health insurance providers
- Psychotherapy and Counselling Centers

➔ **Please remember to take care of yourself and those around you. Respect personal boundaries, both your own as well as others'. If you relate to the symptoms that are mentioned, please seek professional help. Burnout is a very serious condition that can have a big impact on your life, so please treat it like what it is, a diagnosis that can be prevented and treated.**

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