



# Burnout on the horizon?

Let's make work make sense again.

SenseCare

## What is burnout?

Burnout combines a profound sense of fatigue with emotional disconnection, a loss of commitment and a feeling of failure and incompetence at work. Burnout is seen as the result of persistent stress, for instance stress linked to being overloaded with work. When you burn out, you stop being able to adapt to your working environment. Your energy levels drop, along with your motivation and your self-esteem.

## Committed staff are at risk!

Initially, burnout was mainly thought to affect people whose occupation involves a substantial sense of personal commitment. These days, however, the risks can affect everyone in work, regardless of what they do or of their hierarchy.

Combating this state of exhaustion now forms an integral part of managing a firm's psychosocial risks.

## SenseCare: CESI Group's integrated multidisciplinary approach with OneManagement

An approach that adjusts to the realities and goals of your business.

## SenseCare is a multidisciplinary approach that adapts to the specific features of any situation.

It works at three levels of intervention:

### 1 Prevention



APPROACH
Information campaign about stress and burnout

ACTIONS
Workshops by employee group: <ul style="list-style-type: none"> <li>• supervisors</li> <li>• staff</li> <li>• HR department</li> <li>• Committee for Prevention &amp; Protection at Work</li> </ul>

SenseCare organises an awareness campaign targeted at supervisors, management and staff, in collaboration with the Psychosocial Risk Prevention Advisor and the occupational physician. Campaigns can be organised within the company to teach people how to detect signs of stress and burnout. Collective awareness will be raised during workshops.

### 2 Detection



Collective detection and/or individual medical/psychological diagnosis.
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Scientifically validated tools.
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Collective detection using the validated Balencio tool (company-wide and individual reports). Individual medical/psychological diagnosis based on validated tools (in a Prevention Unit) by a physician (1hr) and a clinical psychologist (1hr). Establishment of diagnostic units within the company. We will also help detect individual cases of burnout by integrating ourselves into the company's existing structures.

### 3 Response



Selection of a support pathway according to the severity of the individual situation.
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Four types of multidisciplinary support: <ul style="list-style-type: none"> <li>• Energy balance</li> <li>• Energy care</li> <li>• Back on track</li> <li>• Deep breath</li> </ul>
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A multidisciplinary response can seriously improve the chances of keeping an employee at work or help them overcome their burnout and ease their return to work in the event that time off is needed.

## MEDICAL/PSYCHOLOGICAL DIAGNOSIS

(physician 1hr – clinical psychologist 1hr)

Depending on the severity of this double diagnosis, four types of support are available:

 <p><b>ENERGY BALANCE</b> Support in the form of short-term coaching</p> <p>9hrs</p> <p>For whom?</p>	 <p><b>ENERGY CARE</b> Psychological support and/or coaching</p> <p>12hrs</p> <p>For whom?</p>	 <p><b>BACK ON TRACK</b> Medical/psychological support with workshops and a well-being programme</p> <p>15hrs</p> <p>For whom?</p>	 <p><b>DEEP BREATH</b> Medical/psychological support with a well-being programme, workshops, career guidance and social support</p> <p>20hrs</p> <p>For whom?</p>
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Companies that periodically spot an employee showing early signs of burnout.

Companies that spot an employee showing early, regular signs of burnout and a change in behaviour and emotions.

Companies that spot an employee showing persistent signs of burnout, along with a change in behaviour, emotional distress and a decline in performance.

Companies that spot an employee showing all the signs of burnout, along with a change in behaviour, emotional distress, a clear decline in performance and decreased motivation. (loss of meaning).

### The signs

The person feels tired, complains of poor sleep (at least three nights a week) and musculoskeletal pain (back pain, headaches). They get their energy back after a week or two on holiday.

### The signs

The person feels tired and complains of poor sleep (3 nights or more a week) and musculoskeletal pain. They think about work non-stop, day and night. They are increasingly irritable, or at times even aggressive. They are oversensitive, sometimes to the point of bursting into tears. They find it hard to complete assignments or take decisions. Mistakes are creeping into their work.

### The signs

The person feels exhausted on the physical, emotional and cognitive level. They complain about a bad night's sleep (almost every night), start to make errors and commit oversights. They experience loss of focus and find it difficult to sustain their attention, their performance is declining, they either spend too much time in the office and/or are increasingly absent, and their attitude is increasingly cynical and aggressive.

### The signs

The person realises that they can no longer live like this and asks for help. They question the meaning of their work, their abilities, their motivation. They present all the physical, emotional, mental and behavioural signs of burnout.

### Objectives

Re-energise the employee by redefining their priorities and helping them take a step back, so that they can restructure their life and their work (work-life balance).

### Objectives

Raise the employee's awareness about the warning signs, provide the employee with the tools that will enable him to avoid burnout.

### Objectives

Raise the employee's awareness about his pre-burnout and help him accept it (stop the denial). Provide adequate and personalised support to avoid burnout and time off from work.

### Objectives

Coaching in case of incapacity or temporary time off work, help ease the return to work with support.

### Programme

**9hrs of support:** coaching by a specialised business psychologist or a professional coach.

### Programme

**12hrs of support:** 12 sessions with a psychologist (1hr). Some sessions can be organised with a professional coach.

### Programme

**15hrs of support including:** 8hrs of support by a specialist clinical psychologist + or - 6hrs of healthcare support: physiotherapy, nutritional advice, group classes (e.g. yoga, mindfulness, nutrition). 1hr of medical follow-up (at the end of the programme).

### Programme

**20hrs of support including:** 8-12 hours of psychological support by a specialist clinical psychologist. 2-5 hour healthcare programme including physiotherapy, nutrition, and group classes (yoga, mindfulness, discussion groups etc.) 2hrs social support 2 to 5hrs of professional coaching 2hrs of medical follow-up (at the halfway point and at the end of the programme).

# SenseCare

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**CESI Group's integrated multidisciplinary approach  
with OneManagement**

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