

The other side of burnout

How a lack of challenging tasks, boredom and disinterest in work can make us ill.

Does your job bore you? Do you always feel like you're in the wrong place and completely under-challenged? Then you could be suffering from boreout syndrome. This book by *Philippe Rothlin* and *Peter R. Werder* describes this widespread but hitherto largely unknown phenomenon: boreout as a result of disinterest, boredom and a lack of challenge.

It's hardly surprising that not much is known about it: after all, no-one is likely to admit openly that they have nothing to do and that they find their work absolutely uninteresting, or that they spend half the day twiddling their thumbs and surfing the Internet. And yet the consequences can be alarming: dissatisfaction, constant fatigue and lack of zest – not to mention the financial damage to companies. *Diagnosis Boreout* shows executives and personnel managers what can be done to deal with the problem.

- **A new phenomenon in working life**
- **Recognize and combat boreout**
- **The first book on this subject**

Interview with



the authors

How did you first encounter the phenomenon of boreout?

ROTHLIN / WERDER: For years now, we have been researching into job satisfaction. We examined not only stress, but also its opposite. In our interviews with the people concerned and as a result of our own observations, we identified the boreout syndrome.

Everyone talks about stress and huge amounts of overtime – you talk

about disinterest, boredom and a lack of challenge – how does this go together?

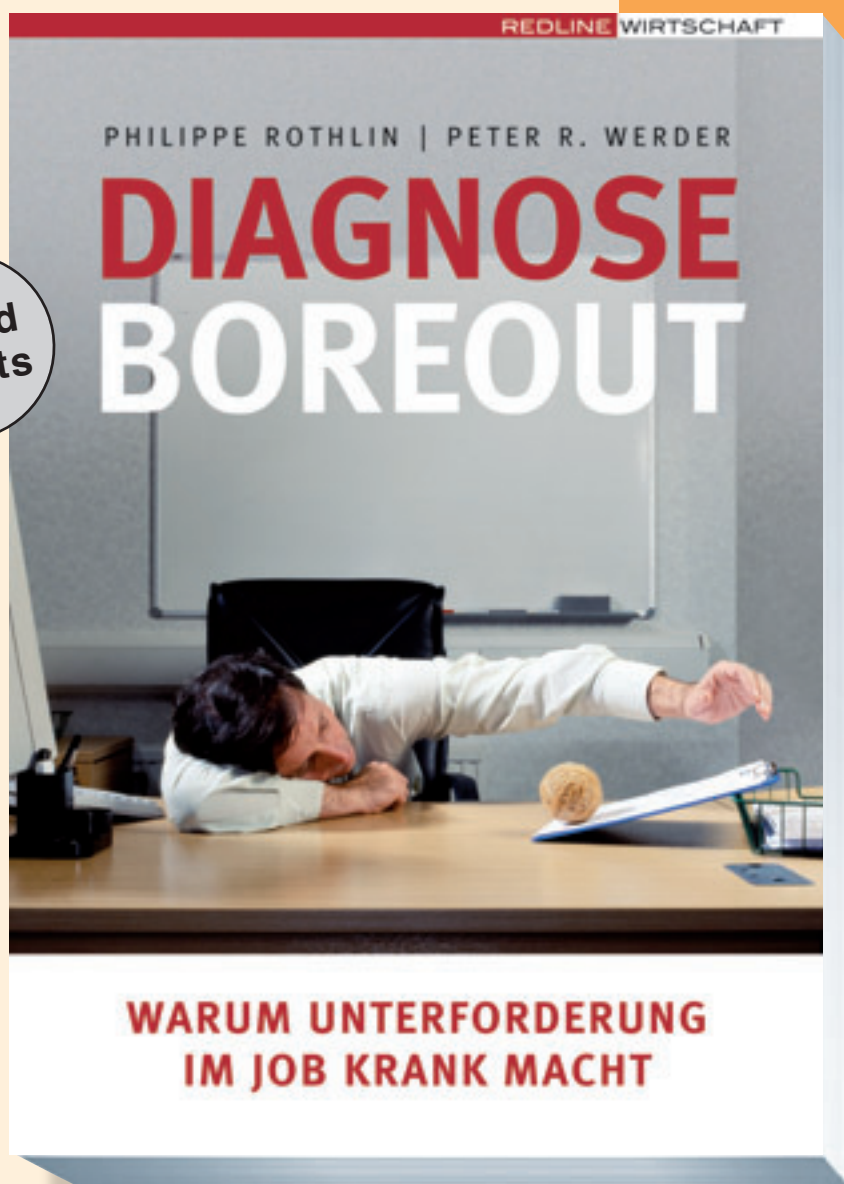
ROTHLIN / WERDER: Stress does exist, there's no doubt about that. But it is often exaggerated, as it makes a more appealing topic of conversation than boredom or a lack of challenge. Nowadays, if you don't have a stressful job, then you're not important. We scratched away at the surface of this

'stress' and discovered that a lot of it is just overdramatization.

What would be your advice for those suffering from boreout?

ROTHLIN / WERDER: Analyse your job situation and forget the idea that it's a positive thing to have a lot of free time on the job. It's no fun doing a boring job. Read our book and evaluate your work from the point of view of the qualitative reward – that will help you.

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Target group: The great majority of employees and freelancers who would like a more satisfying job situation, executives and personnel managers

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Diagnosis Boreout

How a lack of challenge at work can make you ill

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