

HUMAN	T5- 03	Burn (it) out Dealing with burnout at work: recognition, prevention and reintegration
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*"Psychosocial risks are hidden everywhere and are today the greatest risks for the physical and mental health of employees and for the proper functioning of companies."
(FOD WASO, 'Voel je goed op het werk.be)*

Burned out or mentally burned out, it seems like a buzzword that is quickly can be mentioned. But what is it really? How do we recognize this among our colleagues and what signals do they send? How do we deal with it as an organization? And what after long absence, which reintegration strategy do we apply?

Can we "burn out" the burnout phenomenon or should we, as an organization, only focus on acting when it occurs.

The "Burn it out" training aims to teach the participants to better deal with this phenomenon within the professional working environment, to consider the legal requirements, to recognize the problems, to provide the necessary information and care and to plan burn-out prevention and reintegration.

The training is given interactively by sharing experiences and ideas with and by all participants and is supervised by two experts, a prevention counsellor and a psychotherapist. It is built around the following elements:

- Legal framing and risk analysis around 5 A's
- Provide insight into stress and burnout, causes and actors
- Signals and phases in burnout syndrome
- Alarm phases and first aid for mental problems
- Reintegration of employees: vision and procedure
- Exercises, applications and group discussion around experiences
- Establish a systematic approach or procedures for the employees within the organization
- Framing this action plan as a measure within the risk analysis of psychosocial aspects.
- Take it home

This training will increase your awareness, experience or expertise already acquired and give you concrete ideas and a vision for a correct approach. With this you can work both within your position in the organization or in your private situation.

	Dutch
	Business leaders, team leaders, department managers, members of the hierarchical line, HR managers and personnel managers, prevention advisers and HSE / SCC officers, confidential advisers and other interested parties
	Date to be determined
	1 day 
	Place to be determined
	25 places available
	Open training: 190 euros / person In-company courses: 1050 euros / day Ask without obligation for the conditions for tailor-made training.
	OPL certificate: <i>"Dealing with burn-out at work: recognition, prevention and reintegration"</i>