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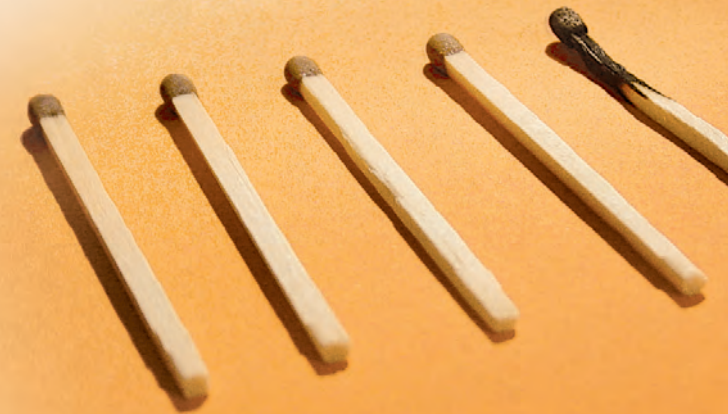
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BOIT

Burnout Intervention Training for Managers and Team Leaders



BOIT – Burnout Intervention Training for Managers and Team Leaders

The European Working Conditions Survey highlighted that occupational illnesses associated with psychological stress are on the rise throughout the EU member states. The BOIT project addresses a specific mental health syndrome characterized by emotional, mental and physical exhaustion: the burnout syndrome.

Burnout is a phenomenon which does not appear all of a sudden but develops slowly and gradually.

The aim of this project is to prevent working situations that promote burnout, and to enable managers and team leaders to recognize the burnout signals among their staff at an early stage. Furthermore this target group learns to define strategies for intercepting the burnout process in the course of a blended learning training.

BOIT Project target group

The project has three direct target groups:

- Managers
- Team Leaders
- and other members of the middle level management

The **final beneficiaries** of the project are **people with burnout risk and those who are already affected by burnout.**

Aims of the BOIT project

The Burnout Intervention Training for Managers and Team Leaders aims at preventing working situations with burnout risk and also enabling its target group to

- define and recognise burnout promoting conditions
- identify first burnout signals at an early stage
- develop and apply strategies for intercepting the burnout process within personnel

Additional to these short term aims BOIT will in the long term decrease

- sick leavers (costs) caused by burnout
- personnel turnover caused by burnout
- the unemployment rate caused by burnout

The training methodology used in the project will be blended, mixing face to face workshops and e-learning content. This also allows managers and team leaders to follow the training in an easy and effective way.

BOIT project activities

The main activities of the BOIT project between January 2010 and December 2011 are

- General data about burnout will be analysed in a theoretical abstract and a burnout model will be presented. The needs of the project target group in relation to a burnout intervention training will be collected through a **needs analysis.**
- On the basis of the needs analysis and with the participation of experts in the field the **burnout intervention training will be developed.**
- An **open source platform** will be adapted to the needs of the project and its target groups.
- **The burnout intervention training will be piloted** in the 6 participating countries over a period of six months.
- The pilots and their evaluation results will be documented and published in a **good practice brochure.**
- **The project will be presented at European dissemination conferences.**

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