



Stichting Burnout – burnout recovery coaching method SB-2016 short version

Phase I: Learning to recover

: Diagnosis and orientation:

Client will be tested, and the results will be explained to him. We will talk about the following Coaching collaboration, about expectations, about the way of working together. During the first phase goals will be defined, which can change during the program of others can be added. Furthermore, we make a profound inventory of all possible stressful situations and factors, and we make a scheme of these area's op problems.

: Rehabilitation of energy:

We evaluated what the most important energy depleting factors were to the client. We also examine the factors in his life than can give energy, and what activities and goals used to give energy – just before, or even decennia before the burnout. The problem areas (in terms of energy leakage and mismatches) and energy areas (what makes you 'tick') are summarized and prioritized with the client.

Work stress can overflow into private and vice versa. These influences are inventoried, like sleeping, activation, habits. The most important here is to introduce emotional and physical rest. It is decided what 'energy boosters' we will try to use for the coming period, so you can already stabilize in terms of energy, and do not fall back when starting to work a few hours again. The energy 'givers' are emphasized, and solutions are agreed how the most 'terrible' energy depleters/ takers can be prevented. Agreements about reward and relaxation are made.

Phase 2: Deeping insights in what happened & creating openings in influence

: Coping with stress & emotions

We work on a more effective way to deal with emotions, and to reduce stress boost thoughts. To get insights in your own stress boost thoughts as well as learning about techniques to bring them back in proportion.

Coping is "dealing". We will identify your coping style in all situations. In every 'energy draining' situation, how much can be improved with different coping? Not all can be solved with 'better coping', there are natural limits to what you can 'stretch up'. Different tools will be offered.

: Strengthen of different competencies

Competencies which can be strengthen when having stress complaints can be self-confidence, assertiveness, stress management, and to learn to dose, to plan and/ or to organize.

Phase 3: To change for the future

: Tools of Mindfulness and ACT, Acceptance Commitment Therapy

Introduction of Mindfulness and ACT, as tools to become psychologically more flexible, and to be less quickly 'locked' by negative emotions and negative thoughts



: Match work and environment/ boundaries

During the program the client/ Coachee got a picture of his situation and we will investigate how this fit with his work, his social roles, and even his private situation. The most factors of exhaustion connect with differences in interests: we investigate who and what is supportive in his life and who and what is tiring. This as extra insight to let the client out of the burn-out.

The feeling of 'where one's boundaries are' will be strengthened, as well as the expression of this boundaries to the (working) environment, as well as how to manager one's boundaries are not overridden.

: talents & the relationship to burn-out

We will investigate a pallet of talents of the client and we will than investigate how they are related to burnout.

: Overview of changes and standing up for desired change

Here are all the things you 've discovered and wanted to change are summarized: the energy boosters that are addressed, the energy takers, the conflicts, the coping, the job match. All is summarized and made consistent. On the basis of the lists in the previous sessions, determine who or what needs to change too in order to keep you energetic and healthy.

4. Results to be achieved:

Client:

- Has insights from a broad perspective of his health complaints
- Has learned how to timely recognize the stressors he experience
- Has learned how to cope with the stressors in a different way
- Has learned how to re-negotiate working circumstances so that he will experience less stressors and more energy
- Has learned to feel where 'his boundaries' are, and what action to take when his (energy) boundaries are. 'How to survice in an environment where everybody seems to claim one'
- Alternatively, has learned to define his wishes for a next working environment, in which there will be enough energy boosters, and a minimum of energy-drainers
- Has strengthened his confidence and personal leadership
- Has tools to achieve sustainable reintegration and balance in health



5. Turnaround Program

1. This program consists of 12 sessions, means 18 fixed contact hours. This is included.
2. This program consists of sessions, whereby each session will give you 90 min. to work with the Coach. This is included.
3. In this program we work with 'homework' / supportive tasks which will be offered to the Client/ Coachee. Preparatory as well as re-work for this program will be approximately 8 hours in total. This is included.
4. This program work with lots of different coaching tools. These will be offered tailor-made. This is included.
5. During the program the Client/ Coachee may also have E-Coaching to his disposal, which will be supportive to this program. This is included.
6. In the beginning of the program the Client/ Coachee may choose between face to face coaching as well as online coaching. Practical experience has shown that in most of the situations the Client/ Coachee is extremely exhausted and appreciate the 'starting possibility' from home. But these choices were only made after reconciliation with the Coach. This is included.
7. These burn-out recovery program will have a duration of approximately six months. Due to vacation periods, illness of working related matters the duration can be extended. The sessions will start with weekly appointments. Later in progress the time between the appointments will be longer. This will be determined in consultation with Mr. Couto.
8. The program takes place in Tilburg, in the office of Drs. Stephanie Bode.
9. During the program there will be no interim rapports, in writing or by word of mouth, to employer or other 3rd parties.
10. Optional:
 - a. If there is any need for rapports, evaluation in the end of the program or appointment with employer and client to discuss changes of the workplace can take place, this can be requested by the Coach. It will be a pleasure to fill in these additional requests, which will be invoiced additional.