

Réseau Européen des Consultations Souffrance et Travail

Burn-out propagation test

Burn-out is still too often referred to personal characteristics, over-investment in work, addictive field, excessive need for recognition, bogging down the employee in his individual guilt, exonerating work organisations from their obligation to preserve employees' health (**L4121-1 to L4121-5 of the Labour Code**). Has professional conscience, once a major virtue, become a pathology? Is it a neurotic ideal to want to do one's job well and have the time, means and objectives?

Burn-out is seen as a tragedy of individual inadequacy, whereas it is a social pathology, even a pathology of civilisation.

The propagation test is not a numerical self-assessment scale that physicians are so fond of, because of their scientific training.

It is a clinical journey that allows us, across the boxes, to measure the often unimaginable, surreptitious, changes in an employee's professional and private life that lead to burnout.

First of all, a way of working

- You enjoy your work and you do not count your time and investment too much.
- You want things to be done right.
- You can be counted on.
- Les The values of a job well done, of commitment, of social usefulness are anchored in you by your family upbringing or by life experiences which have shown you its importance.
- You want to succeed socially through your work because your original environment was a source of fulfilment and you want to stay there, or because of social suffering that, you do not want to go through again.
- You want to stand out from the mass, be recognised, and even be the best.
- You are a good little soldier, you take part in the collective work of your company or institution, you are proud to 'be' part of it, your employer's reputation is a bit yours.
- You have no particular notion or understanding of what are called work organisations. The actors provided for by the law to help you are perceived by you through stereotypes: the occupational physician is more or less at the employer's expense, the trade unions do too much or not enough, the CHSCT, you do not really know what it is, nor what it is for.
- You only have contact with your hierarchy and the HR department and you obey them.

The overheating and the first contradictions and impasses that work organisation knows how to turn against those who do not know how to organise themselves, or prioritise their tasks. One should not enter the world of work without knowledge of one's rights, duties and new work organisations!

- You know that for some time you have been short of staff, resources and time to do your job, but you do with.
- For some time now, however, you have been finding it increasingly difficult to do all your work
- You go home worried that you are not up to date, knowing that what was not done today will be added to tomorrow's load
- You don't really sleep well anymore
- When it is too difficult, you try to raise your difficulties with your management, but they tell you that this is the way it is and that there is no other way. That it's temporary, just a quick fix.
- As it lasts, you bring it up again and they tell you that you have to define your priorities better, prioritise your tasks.
- As a result, you feel quite lonely
- With the speech you get back, You feel that you are not living up to what is expected of you. You say to yourself that you are not doing enough, or not good enough.
- You start to feel guilty about not making it.
- You are a little afraid for your job
- So you decide to make efforts to keep yourself up to date. You arrive earlier, you stay later, you push the machine
- You work at home in the evening, at weekends.
- But even with all these efforts, you can't keep up with the times

After six months, chronic stress. As in the chronic pain pattern, after six months of continuous stress, the organism is affected in all its functions. A well-informed employee can go and see the occupational physician or his union to discuss the situation. One should not try to hold on at all costs, in a heroic posture.

- Your attention span and concentration are saturated, you no longer print out everything you need to remember.
- Il vous faut plus de temps pour tout faire, ça devient un cercle vicieux
- You have more and more headaches, neck pains...
- You start to feel pain here and there, then soon you feel pain everywhere
- You are a ball of aching muscles and tension
- our eyesight is dazzled in front of your screen where you spend hours
- Your eyes hurt
- Your vision is blurred
- You need to have your glasses changed
- Everything starts to irritate you, the manager who asks you to do extra things, your colleagues who don't go fast enough and who block your work
- You are more irritable, impatient
- You find it hard to fall asleep when you go to bed because you are so busy during the day that you don't subside at night

The spiral. This is the decisive stage that leads the employee to compulsive functioning, from which he will have to be extracted by someone around him. At this point, of course, it is necessary to go and consult.

- ✓ **Tiredness is a protective mechanism involving a multitude of regulatory systems, for a single purpose: to maintain vital balance, i.e. to live off the interest without touching the capital.**
- You become anxious about not falling asleep on time and getting your hours of sleep
- You wake up in the middle of the night and are overwhelmed by everything you haven't done, everything you still have to do
- You ruminate and you can't get back to sleep
- You can't sleep at all

- You would so much like to sleep more
- You feel tired, slowed down
- You feel tired
- You would like to give up, but how?
- You can't fight the TTU ("Very Very Urgent"), the always right away, the ASAP ("As Soon As Possible")
- You can't get off your email or smartphone
- The beep of an incoming email or message draws you in inexorably, you want to know who it is.
- Time off work is used to check your personal email
- You are a digital captive, you look at everything online, work, sales, newspapers, various sites
- You feel exhausted
- You feel like you're always doing the same thing and are never up to date
- You didn't finish what you had to do yesterday and you didn't sleep all night thinking about what was going to happen to you this morning
- You start every day with a feeling of guilt because you are not up to date
- You feel like you're at the end of your rope, but you keep trying to finish your goals
- You are caught in a vicious circle: you are tired and therefore less efficient. You redouble your efforts and therefore double your fatigue
- You work compulsively
- You accelerate yourself
- You are there for longer and longer but it doesn't work, you do the same operation ten times over
- You try to give the impression of being motivated, present, working but it is ineffective
- You have trouble finding words, you forget your credit cards, your social security number
- The more you search, the more you feel your brain is getting stuck
- You make mistakes, you get the words wrong, you don't check properly, you miss procedures, you notice them and then soon you no longer notice them

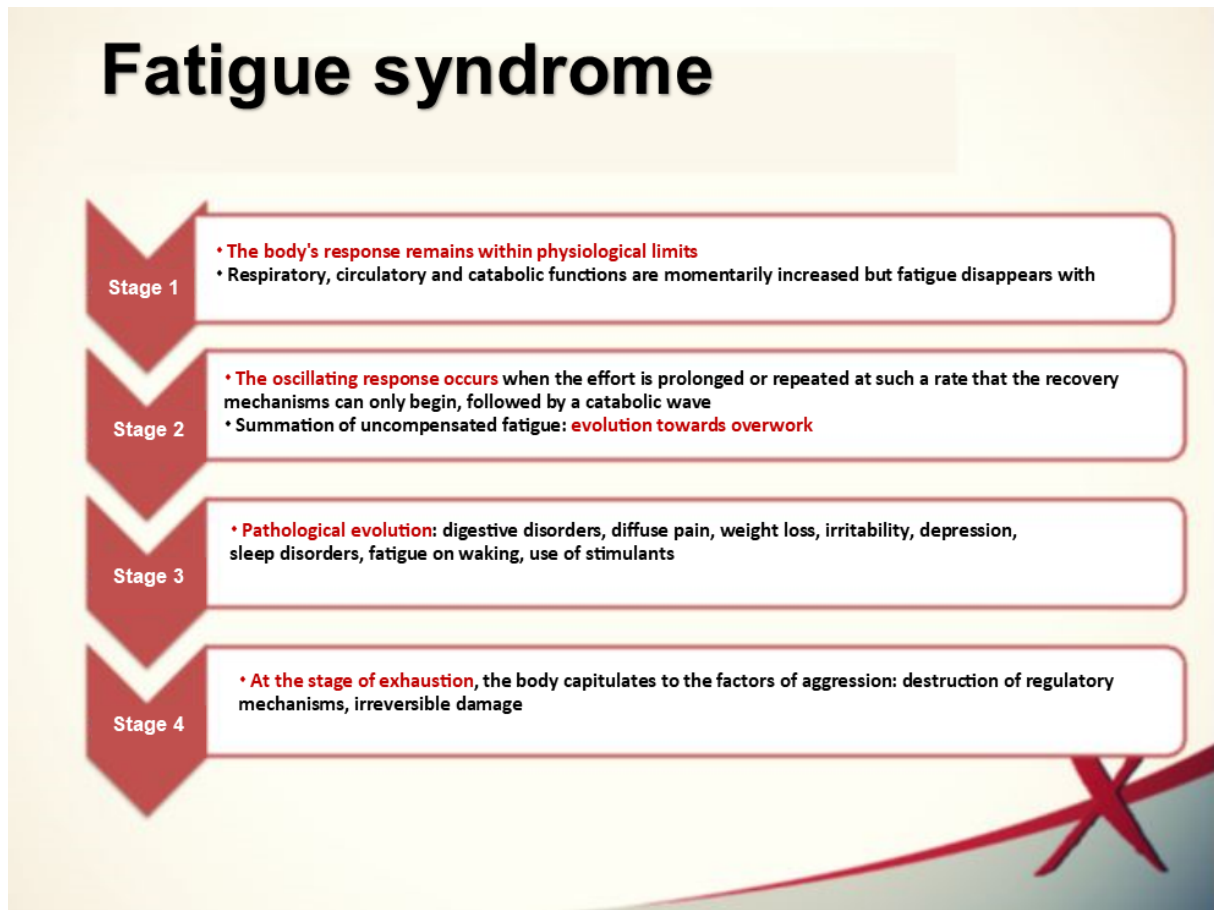
Desocialisation

- You do not go to the coffee machine or the cafeteria for lunch, firstly because it wastes your time and secondly because listening to them annoys you.
- You no longer feel like talking to people, even colleagues you like
- How can you tell them how bad you are when they seem to be holding on
- What could they do to help you anyway?
- A colleague came to talk to you about your condition, you told him to mind his own business, you are fine
- In the evenings at home, you work later and later
- You only talk about it to your spouse, your children, your friends
- They complain about it, soon you don't talk to them at all about your work because they don't seem to understand
- Soon you don't go out anymore because you don't have the energy.
- At weekends you work, always hoping to catch up
- During holidays you log on to keep up with your work
- You need to eat more
- More and more sugar and fat
- You don't eat in a cafe or a restaurant anymore, you don't have time.
- You quickly swallow a sandwich on the corner of your desk
- You don't digest well
- You can't digest anything
- You missed the gym class
- You no longer have time to go running
- You no longer have time to do your shopping
- The kitchen
- The household
- You get angry more easily

- You bark at your colleagues, your subordinates, your team
- Your children get on your nerves as soon as you get home for homework
- You yell at your children all the time
- This morning, for the first time, you hit your child for not getting ready fast enough.
- You go from anger to tears without understanding why

- ✓ **Metabolic exchanges are chemical mechanisms that store and release energy as needed.**
- ✓ **If adaptation requires more energy than the system can provide → fatigue or even exhaustion.**
- ✓ **If the recovery period does not follow the energy expenditure, the energy balance rapidly becomes deficient → irreversible damages.**
- ✓ **For a normal subject undergoing moderate effort, the energy resources of aerobiosis (oxygen consumption) are sufficient to cover needs.**
- ✓ **If the amount of oxygen becomes insufficient, the chemical mechanism of energy production turns to indirect oxidation (formation of lactic acid and other more or less toxic substances) whose accumulation in the blood explains the symptoms of fatigue (such as aches) exhaustion table.**

STRONG SIGNS: Disorders and injuries



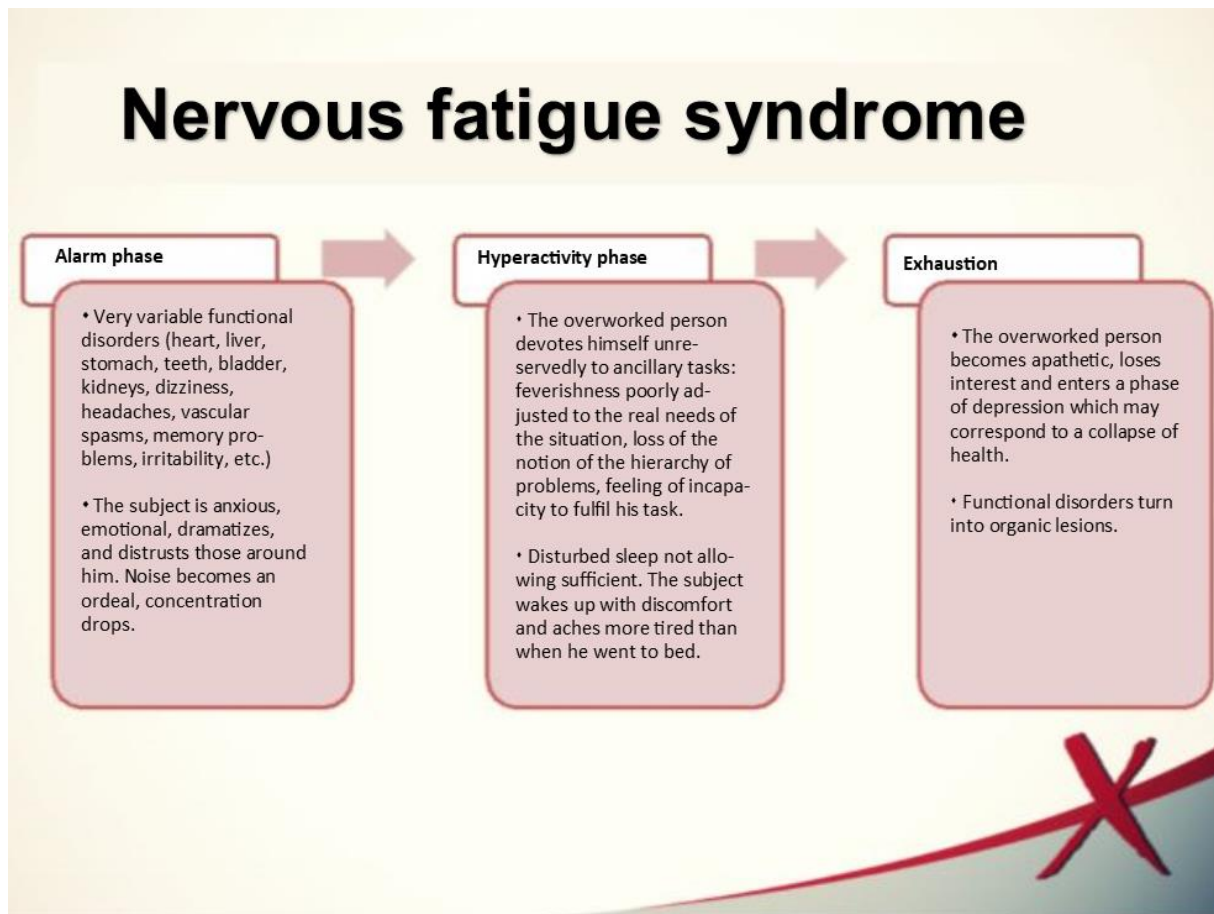
- You have a stiff neck
- You have a lumbago
- Cervicobradial neuralgia
- ... or facial neuralgia
- You have heart palpitations, a racing heart, a pounding heart
- You have discomfort
- You feel dizzy
- You faint at work
- You feel less motivated this morning
- You will work against your will

- You will work backwards
- You no longer feel like going to work
- You don't get angry and you don't cry anymore because you find that it all doesn't make sense anymore
- You have a stomach ache
- You have gained 10 kilos in a few months
- Your blood tests are not good, your cholesterol is rising, your triglycerides too
- You vomit in the morning before leaving for work
- You are emptying out
- You lose weight
- You often have a cold
- You have a cold all the time
- You have ear infections
- You have sore throats
- You have eczema, pimples, psoriasis
- You have herpes outbreaks
- You have to get up every morning and put one step in front of the other to come to this job that has no head or tail
- It will all end badly you know that, and at the very least you hope, that the whole system will fall apart

Isolation

- People in the office don't say hello to you anymore anyway, not only because no one has time anymore, but also because you've isolated yourself, moved away, and they don't understand your attitude.
- You don't talk to them, they don't talk to you
- They avoid you
- You feel more and more alone
- If someone talks to you, you wonder why, what they want from you, you have become suspicious
- In fact, you don't care at all
- We'll see what happens
- You went to see your treating physician who wanted to stop you but you said no, it's not possible
- If you stop, no one will do the work, it will pile up and when you come back, it will be hell
- If you stop, your hierarchy will take it badly
- If you stop, your colleagues will take it badly
- Finally you decide to stop for three days here and three days there and hope that it won't be too noticeable
- Just to breathe a little
- You can't get any rest

The use of expedients



- Your doctor has prescribed something to help you sleep, calm your anxiety, make you less tired
- At the pharmacy, when buying your medicines, you also bought vitamins, the latest anti-something product on the counter or the one a friend advised you to buy
- You smoke more
- You start smoking again
- When you get home, you find the children, their homework, the household chores, the screaming, the mess, you have a little drink while preparing dinner. Then two, then three.
- If you're alone, a little joint on the sofa to decompress and finally feel free
- A beer at the local café with friends, several beers, the convivial after hour,
- A red bull in the morning to keep you going, or a line of coke because everyone else is doing it, or amphetamines

- A sedative when you go to bed to break the engine's overspeed
- Despite the products, fatigue is back
- You feel heavy, you drag yourself
- You feel worn out, exhausted, old
- You feel like a failure, powerless to do your job
- You are no longer able to cope with what is asked of you at work

DISILLUSION. Human beings always believe they are guilty of the situation they find themselves in, that's just the way they are. They think they are not up to the task, whereas the situation may be beyond human physiology. If your colleague is at this stage, you must go to him and help him

- You feel overwhelmed, invaded, submerged
- You no longer understand what you are being asked to do at work
- You think that all these reports, tables and PowerPoints make your work more cumbersome and are of little use, but that is all that is asked of you now and you don't dare discuss it
- You no longer recognise yourself in the new way of working, which makes no sense to you
- When you say that it was better before, you are told that this is a sign of aging!
- You deduce that you have grown old
- You no longer feel anything
- You are like a car that is speeding towards the ravine
- You are disillusioned
- You go to work because you have to
- It no longer gives you any pleasure or sense of purpose
- You have to toughen up, get tougher, get to the point
- You find that the people around you listen too much to each other and complain a lot

**THE COLLAPSE. Think of having this situation declared as an accident at work or in the workplace!
you will be better protected**

- This morning you can't put your foot down
- On the way to work, panic grips you like a vice, you are sweating, your heart is pounding
- On the metro platform, you hear the train arriving and you say to yourself "if I throw myself in, everything will stop, I'll be able to rest... "
- You burst into tears during the meeting in front of your team
- You pass out in the hallway
- You knock over your desk and computer in a rage
- Your n+1 speaks but you can't hear him, you are obsessed with the open window behind him