
  
 instituut
   
 hoogbegaafdheid
   
 volwassenen
   
**Boreout**
  
 How to recognize and overcome it?
   
 Noks Nauta, Gifted Adults Foundation
   
 EMAG 2014


  
**Bored children, bored at school**


  
**Bored at work and in meetings**


  
**Boring private life**



Wouter Johannes van Troostwijk  
Self portrait, C. 1809  
Rijksmuseum Amsterdam

**Sickness:**  
*Ordinary work is merely a drudge  
I want to be on television*

- Boring, banal, repetitive, unsexy?
- How to recognize the value of ordinary routine
- Big themes of life are grounded in the way we approach **everyday topics**

*Art is therapy*  
Alain the Botton & John Armstrong  
2014

### Your moments of boredom

Write down in keywords for yourself

*When did or do you feel boredom?*

- At work
- In relation or friendship
- Alone
- .....

### How do you feel boredom?

- Tired
- Headache
- Irritated
- Angry
- Numb
- Cynical
- .....
- .....



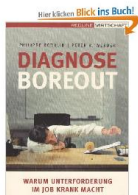
## Boreout: signs

10 questions (*Rothlin & Werder*)

5 or more 'yes': boreout

Serious!

Resembles burnout



## Burnout

Went on for too long, did too much

Extreme physical tiredness

Cynical

Failure

## Boreout

Boredom

Not enough to do

Uninterested

Coping strategies

- creating time for own things
- procrastination
- faking being busy
- counterproductive behavior

## Boredom at work

a state of employee **unwell-being** that is characterized by relatively **low arousal** and **high dissatisfaction**



(Understimulation)

*Reijseger et al 2012*

## DUBS: Dutch Boredom Scale (5 point scale)

1. At work time goes by very slowly
2. I feel bored at my job
3. At work I spend my time aimlessly
4. At my job, I feel restless
5. During work time I daydream
6. It seems as if my working day never ends
7. I tend to do other things during my work
8. At my work, there is not so much to do

*Reijseger et al, 2012*

### Consequences of boredom

**Personal:**


- Depression
- Burnout
- Boreout

**Work:**

- Counterproductive behavior


**Organization:**

- Decrease of knowledge, skills, ability



### Giftedness and boredom

- At school
- At home
- With friends
- At college or university
- At work
- In relations
- .....
- .....

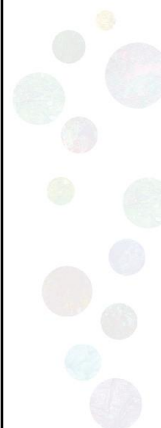



From research project  
**'Working experience of gifted adults'**  
(Reijseger et al, 2012-2013)

T1: N=1260  
T2: N=866

### Inspiration of gifted workers

- Reasonably well
- Free lance workers more inspired than employees

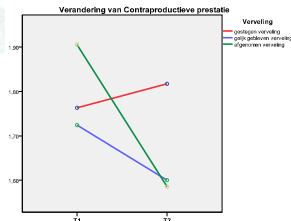
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### Scores on 'verveling' (boredom) 5 point scale

Dienstverband	Verveling '13	Verveling '12	Verveling BM
Loondienst	3,9***	4,2***	2
Freelance	3,1*	3,3***	2
ZZP/Freelance	2,8***	2,9***	2
Combinatie	3,8***	4,3***	2
Anders	3,4***	3,3***	2

From research project  
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**Boredom and counterproductive behavior**



**Boredom arises from**

**1. Unbalance**

between

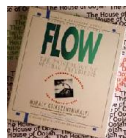
Internal: your expectations

External: boring persons, boring work

**2. Philosophical**

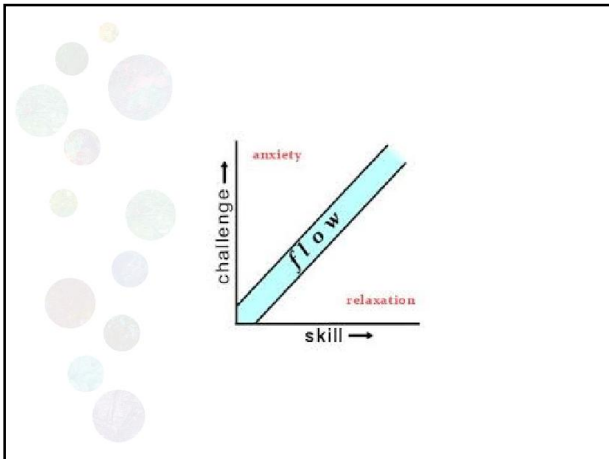
Emptiness as a deep feeling of humans in relation to the world (Heidegger)

**Flow**




- Being completely involved in an activity for its own sake.
- The ego falls away.
- Time flies.
- Every action, movement, and thought follows inevitably from the previous one.
- Your whole being is involved, and you're using your skills to the utmost.





### The boreout paradox


- Afraid of being stressed
- Doing nothing, not satisfied, want to do more



### Recognizing boredom


- Tired
- Irritable
- Listless
- Introversion

→ Resembles burn-out!



Do you recognize boredom?

Do you recognize boreout?



### Overcoming boreout

- Recognize it
- It is a serious condition
- Realize what will happen if nothing changes
- **START!!!**



### Overcoming boreout

Your experiences and suggestions

- Self?
- Others



### Energy balance



Burden      Carrying capacity


### Recommendations for yourself



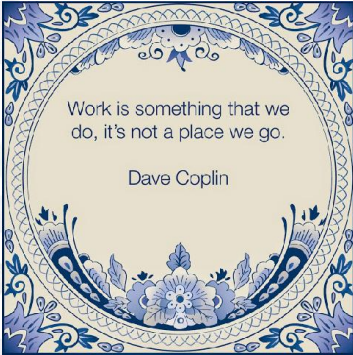
- Look for inspiration:
  - inspiring people
  - role models
  - inspiring situations
- Small targets, things you can succeed in
- Make a book of your successes
- Learn, learn, learn

**Recommendations  
for contact with your environment**

- Talk with your supervisor:
  - Prepare the talk
  - What do you want to **achieve**?
  - Show what you have to offer
  - Ask for concrete things
- Or: change work
- There is not one ideal job....
- Look for other ways to get energy




**Questions?  
Remarks?  
Suggestions?**



Work is something that we  
do, it's not a place we go.


Dave Coplin

**Work**



1. Structure
2. Income
3. Growth and development
4. Social contacts
5. Distraction
6. Status
7. Identity
8. Collaboration

.....  
.....







*Pieter de Hooch*  
Interior with women beside a linen closet, 1663  
Rijksmuseum Amsterdam

**Sickness:**  
**'My job should be more creative'**

- Imagine: Make decent money in return for being creative...
- Few people can access it.
- We need portraits of accountants, tram drivers, IT managers to show dignity of their work.

*Art is therapy*  
*Alain the Botton & John Armstrong*  
2014

**Summary**

- Boreout is a serious condition
- Gifted are seriously at risk
- Prevention has to start early in life
- This benefits persons *and* society
- Tell others about it!



**Wishing you lots of flow**  
**and good use of your talents**



**HEALTHY**

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[www.ihbv.nl](http://www.ihbv.nl) (international page)