

Boreout
How to recognize and overcome it?

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Bored children, bored at school


Kate Maupin: *Cheating, Dishonesty & Manipulation*
Boredom is reason #1 for cheating



Bored at work and in meetings



Boring private life



Wouter Johannes van Troostwijk
Self portrait, C. 1809
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

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

- 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
5 = fully agree, 1 = fully disagree)

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

- What is your score?
- Add and divide by 8



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



From research project
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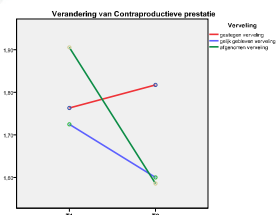

Scores on boredom
5 point scale

Employment	Boredom Gifted 2013	Boredom Gifted 2012	Boredom benchmark
Employee	3,9***	4,2***	2
Freelance	3,1*	3,3***	2
Selfemployed + freelance	2,8***	2,9***	2
Combinations	3,8***	4,3***	2
Other	3,4***	3,3***	2

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Boredom and counterproductive behavior

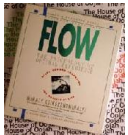
Red line: Boredom became higher
Green line: Boredom became less
Blue line: Boredom the same


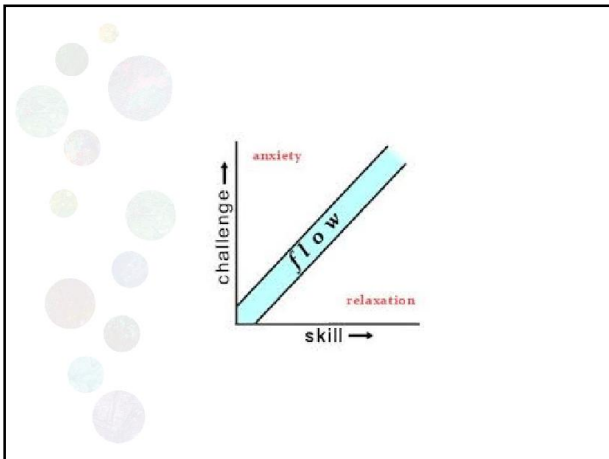
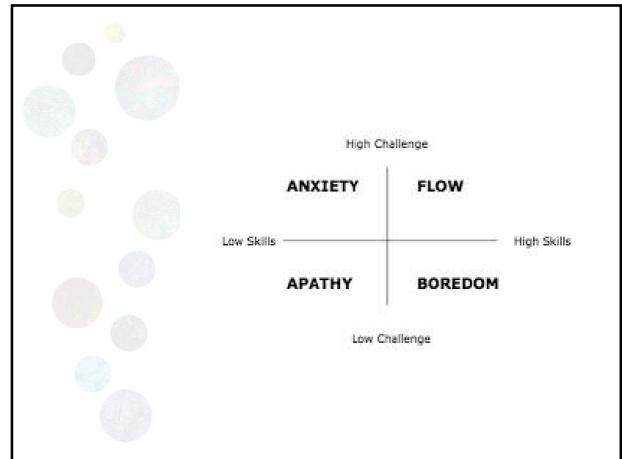
Boredom arises from

- 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 symptoms of 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

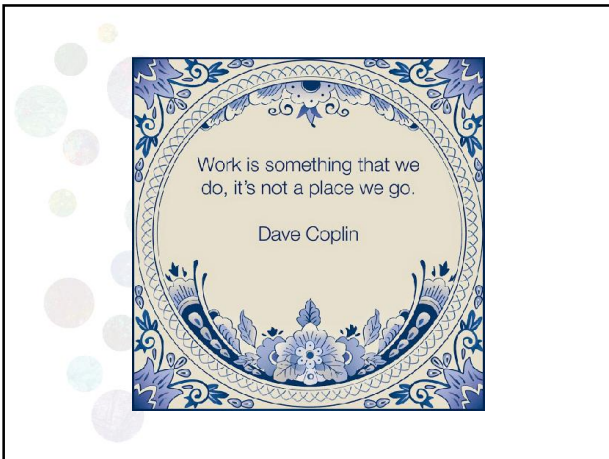
Recommendations for contact with your environment

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




Questions?
Remarks?
Suggestions?






Work



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





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

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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**




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