


Boreout
 A Challenge for Unchallenged Gifted adults
 (and children)

Noks Nauta, Gifted Adults Foundation

WCGTC, Odense, 2015




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:
 '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


Boreout: signs

10 questions (*Rothlin & Werder, 2008*)

5 or more 'yes': boreout

Serious!

Resembles burnout



Burnout	Boreout
Went on for too long, did too much	Boredom
Extreme physical tiredness	Not enough to do
Cynical	Uninterested
Failure	Coping strategies
	- creating time for own things
	- procrastination
	- faking being busy
	- counterproductive behavior

RESEMBLANCE!

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)

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



Consequences of boredom

Personal:

- Depression
- Burnout
- Boreout

Work:

- Counterproductive behavior, cheating (?)

Organization:

- Decrease of knowledge, skills, ability

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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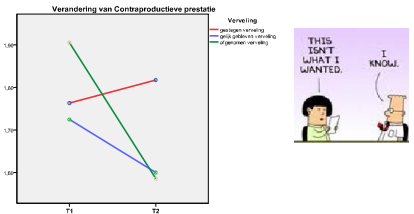
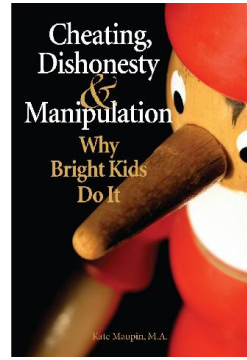
**Scores on boredom
 5 point scale**

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

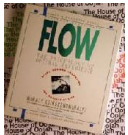

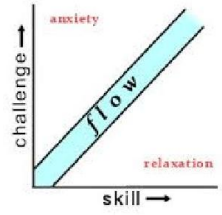
Red line: Boredom became higher
 Green line: Boredom became less
 Blue line: Boredom the same

Maupin, 2015.
 Factor nr 1 for cheating:
Boredom!

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.

Recommendations for the gifted



- 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

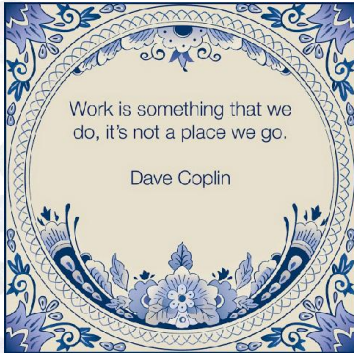
Recommendations for contact with your environment

- 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



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

Dave Coplin



Values in work (and at school!)

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:
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
- Recognize it
- Realize what the consequences are
- Start prevention early in life
- This benefits persons *and* society
- Start!!
- Tell others about it!



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



HEALTHY

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www.ihbv.nl (international page)