

BURNOUT REFORM

Select works with people for people. And everyone wants to be well received in the workplace. Including after a long absence. This is why staff need support when they return to the organisation after an absence due to burnout. Ensure they are provided with the optimum support so that they restart their professional activities efficiently both as an individual and as a person.

YOUR CHALLENGES

- You want to optimally restart your employee in a suitable role in your organisation.
- You start with the perspective of a flexible organisation that has a people-oriented HR policy that respects the individual.
- You want to convert a period of transition into a period of personal development and personal growth.
- You are focused on the professional and mental balance of each of your employees.

OUR SOLUTION

The goal of our coaching is to help your employee when they want to restart work in your organisation after a period of rest. The starting point of this path is the moment the employee restarts work, but is not yet effective in their job. The assumption is that there is strong engagement on the path of both the employee and employer.

First, the programme helps the employee to gain insight into deeply-rooted behavioural patterns that were the cause of the burnout. Second, the professional environment is analysed in the state it was in just before the absence. This makes it possible to discover the factors that caused the burnout. The decisions related to behaviour and/or the environment allow the employee to figure out measures that will help them change behaviours or adjust aspects of the environment. These measures result in a situation where the individual once again feels comfortable in the workplace and works in a context that suits them.

OUR APPROACH

Achievable and practical measures are drawn up based on a structured path in which the burnout is mapped in two dimensions (behaviour and environment). These measures should bring about a change. This path is structured using underlying instruments and guidance provided by specialised coaches that understand the problems related to burnout. Together, they outline a route that will restart the employee in their job in the organisation in a manner that makes them happy.

WHAT YOU WILL ACHIEVE

An employee who enjoys their job. This is achieved by making changes in patterns of behaviour and/or aspects of the environment. Thanks to the burnout reform programme, you can increase job satisfaction within your organisation.

