



The burnout vaccination.

Burnout prevention at research level – evidence-based, clinically sound, effective in daily life.

Burnout rarely arises suddenly – and cannot be stopped by individual resilience alone. This is exactly where the burnout vaccination comes in: It combines current psychological behavioral research with medical practice and creates protection that begins with the individual and strengthened on team level.

How it works

Like a medical vaccination, the burnout vaccination® employs two mechanisms:

Exposure (building knowledge): Psychoeducation on burnout development, risk factors and disease mechanisms provides critical understanding and enables protection.

Pattern recognition (building an early warning system): Trained perception – personally and in the team – recognizes warning signals early on and triggers timely countermeasures. Only when they work together can real, long-term protection be created.

Two days, two levels

Day 1 – Personal protection

- Understanding burnout
- Recognizing own patterns
- Self-care
- Boundaries & Focus

Day 2 – Team protection

- Stress in the team
- Detachment & Breaks
- Availability & Meetings
- Transfer to daily life

How you and your team benefit

For individuals: less tension, more energy, clearer breaks.

For the company and teams: fewer sick leave, less fluctuation, a better climate – with more psychological security for open discussions.

The people behind it

The Burnout-Vaccination is designed by Dr. med. Stefanie Nickel, a physician with > 20 years of industry and consulting experience, and Dr. rer. nat. Hannah Schade, a social psychologist at the Leibniz Institute for Working Environment and Human Factors research.

Two disciplines, one claim:

Protection that is scientifically viable and works in everyday work.

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Burnout-Impfung® is a registered trademark. The metaphor of the 'burnout vaccination' is intended to illustrate the idea of prevention: Knowledge, reflection and suitable structures can reduce risks — without promising guaranteed protection.