

PRBB Intervals Course Proposal

Course Title *“Dealing with Burnout, the XXI century epidemic in science and beyond”*

Proposed date(s) **28 October 2024**

Course Language English

Course Leader(s) and very brief summary of relevant qualifications and experience (no more than 2 lines for each trainer)

Miriam Bayés, MD PhD Leadership consultant, coach and mentor

Miriam is a PCC ICF accredited coach. She brings her experience over 30+ years of professional career as MD PhD and executive leadership experience both in the healthcare & science as well as in the corporate environment. She has a solid background in neuroscience, human dynamic systems, and complexity. Miriam works with individuals and teams in organizations in the domain of talent and leadership development and career transformation. Located in Barcelona with multicultural experience from living/working abroad in Switzerland, UK and USA. Currently working as a full time executive coach & mentor.

Rationale for course (why is this course of interest for the PRBB staff?)

One of the biggest challenges nowadays is the employee’s wellbeing.

According to the Center for Disease Control (CDC), well-being is a positive outcome that is meaningful for people and for many sectors of society, because it tells us that people perceive that their lives are going well.¹

Academia and research centers are very dynamic institutions that promote and sponsor creativity and the freedom of their employees. However researchers and other professionals in research institutions are under a lot of pressure to teach and produce high-quality research, while juggling grant writing, service and more, can compromise their wellbeing.²

A recent paper from Nature states that “the worldwide pandemic burnout is rampant in academia. Remote working, research delays and childcare obligations are taking their toll on scientists, causing stress and anxiety.”³

As organizations scramble to respond to the rampant stress, burnout, and mental health crises exacerbated by the Covid-19 pandemic, many corporate wellness programs have focused on supporting self-care — gym memberships, meditation apps, or even paid time off. The genuine concern is noteworthy. However, there is also an increasing concern that the emphasis on self-care may transfer full responsibility to the individual, and undermine, rather than support, employee wellness.⁴

Thus, a need has been identified to train researchers and other professionals in research centers in promoting a wellbeing culture.

¹ Center for Disease Control and prevention. [Health-Related Quality of Life](#)

² I. Augenstein. [Increasing Well-Being in Academia](#). 2020

³ V. Gewin. Pandemic burnout is rampant in academia. Nature 591, 489-491 (2021)

⁴ M.A. Barton, B. Kahn, S. Maitlis and M. Sutcliffe. Stop Framing Wellness Programs Around Self-Care. Harvard Business Review. 2022

Course aim – general

To help you address the prevention, detection, and management of burnout as an occupational phenomenon. This training is expected to have a positive impact and make a difference on yourself and, most likely will have ripples on your colleagues as well.

Specific learning outcomes - What new i) knowledge, ii) skills & iii) attitudes will participants take away from the course?

As a participant you will understand some of the most common causes that affect your wellbeing and produce stress and burnout. You will learn how burnout is expressed, the not always obvious signs and behaviors. And, considering burnout from the perspective of a systemic occupational phenomenon, you will acquire tips and methods to deal with it not only at a your personal level, but also within your team -with your colleagues and peers- and, whenever possible, at the institutional level, so you feel part of a community that cares for each other and supports you and others on your day to day activities and through your professional career path.

Course contents (outline of topics to be covered)

- Causes of burnout
- Typical behaviors and symptoms
- Characteristics of a culture of wellbeing and how to create it
- Manage burnout at a personal, team and institutional level

Training methods

This 4,5h workshop has been designed specifically for scientists and other professionals in research centers. There will be solo and, mostly, group work as well as short talks from the trainer. Burnout causes, behaviours and how to deal with it will be explored through a test and techniques that will facilitate a trustful and supportive atmosphere for maximum engagement.

Please, note that you have to take the [The Maslach Burnout inventory test](#) before attending the course.

Target group in PRBB (Senior scientists, postdocs, predocs, management/admin staff, all residents)

Any employee of the PRBB who wishes to improve their wellbeing.

Number of participants (maximum)

Due to its practical and interactive nature, the course can accommodate up to 20 people

Total course hours (Please specify: direct training with instructor present and required self-study)

Note: only the direct training hours will be included in the post-course certificate.

Number of hours of class time: 4,5h

Number of hours of self-study: NA

Total number of course hours: 4,5h

Distribution of course (hours/days)

The course is imparted in one morning.

Pre-course preparation and self-study expected between sessions (what preparation should participants do before the course and/or in between sessions – reading, online study, prepare ideas etc?)

Before the workshop begins, you should take the [The Maslach Burnout inventory test](#)

And, whenever possible, read this paper: [Burnout Profiles Among Young Researchers: A Latent Profile Analysis Front. Psychol., 27 May 2022](#)

Material participants need to bring (laptops, etc...)

The result of the test

Pen and paper

Relevant background reading/ audiovisual/websites or other materials

A document including readings will be provided at the end of the course. Participants do not need to consult anything else in advance.