That’s me, breaking a sweat at the gym.

I’m not skiving off work, well, kind of, but it’s all in the name of research.

I’m looking for a solution to a common workplace problem: Burnout.

Burnout: It’s an issue that’s been grabbing headlines over recent years,

as more people are acknowledging the pressures of work.

Burnout can occur for a multitude of reasons.

Some people can be physically exhausted, other people mentally, emotionally, spiritually exhausted.

But now the term has taken on a whole new significance after the World Health Organization

officially recognized it as an ‘occupational phenomenon’ in May.

Defined as a chronic stress condition, the WHO says it is characterized by feelings of exhaustion,

distance from one’s job, and reduced professional efficacy.

And the costs can be great.

Last year at work, I did feel like I was reaching the limit.

According to one Deloitte study, 77% of U.S. workers have reported experiencing

burnout at their current jobs, hurting individual well-being and costing businesses billions

in lost productivity and healthcare expenses.

In fact, the phenomenon has even spawned its own multi-billion-dollar industry,

which is expected to generate revenues of $8.6 billion by 2025,

through innovative programs and apps promoting mindfulness.

But could it be that a more than 30-year-old training course,

originally designed for the military and professional athletes, holds the solution?

I’m at the Johnson & Johnson Human Performance Institute in Singapore to find out.

The Human Performance Institute is an organization focused on driving the performance of individuals,

and ultimately organizations, by focusing on their holistic health.

It was founded in the early nineties by a clinical psychologist and an exercise physiologist,

who met at the U.S. Open Tennis tournament.

Together, Jim Loehr and Jack Groppel combined their decades of experience to pioneer a new

kind of training that sought to boost human energy by focusing not only on physical strength

but on emotional, mental and spiritual strength, too.

Over the years, they trained many athletes, 16 world number ones.

They were then asked to train SWOT teams, FBI hostage teams and the police departments,

and then they moved more into the business world.

That’s when the CEO of Johnson & Johnson went to Orlando,

our headquarters and took the flagship two-and-a-half-day performance course.

After that course, with his executive committee, Johnson & Johnson ended up buying the company.

In the years since, HPI has created a range of courses focused on “human energy,”

by integrating performance psychology, exercise physiology and nutrition.

HPI says that gives course participants, also known as “corporate athletes,”

better techniques to manage life’s stresses, both in and outside of work.

We know from our scientific studies that participants have a greater sense of purpose,

we give them more energy, greater sense of well-being, and we actually improve their sleep as well.

What that means for them as humans is that they’re more present.

As an employee, it drives their performance.

And, from an employer perspective, that you get an amazingly engaged workforce.

HPI’s courses can last anywhere from one day to nine months, attracting everyone from professionals

to entrepreneurs and artists, including Fortune 500 CEOs, surgeons and Olympic gold medalists.

I embarked on this course because I primarily look after employee well-being.

Frankie Goh was one of 13 participants taking part

in the flagship two-and-a-half day ‘Performance’ course during my visit.

Definitely very keen to understand how our employees can actually better use energy

so that they can have quality time both on professional and personal.

Participants are required to fill out a series of self-assessment forms,

before receiving a performance report, and partaking in a series of physical and theoretical classes.

Talk me through the structure of the program.

Sure, so the two-and-a-half-day program is all about unleashing human potential.

By doing that, we allow them to experience stress recovery

but in a really safe, effective and efficient environment.

Practically, what does that look like?

We have four workouts across the two-and- a-half days, which people can meet with

positive emotions and sometimes negative emotions, but it’s a growth experience.

We teach people to be more mindful in the emotional part of the program.

We ask them to be more focused mentally and to think about mindset shifts around multitasking.

In the spiritual space, we ask them to find their purpose and discover their ‘why.’

The training doesn’t come cheap though.

HPI’s two-and-a-half day ‘Performance’ course costs $5,200.

So, what are some of the key takeaways?

Specifically, in the physical part of the program, we recommend a one to two-minute movement

break every hour, and that comes under our model of moving more.

We also recommend exercise smarter, so exercise to a point of discomfort

which is promoted through interval training.

We also recommend people sleep better, so a recommendation of seven to nine hours per-night

of consistent and high-quality sleep.

And, lastly, to fuel the body for energy, that’s nutrition.

So, eat light, small amounts, eat often, every three or four hours,

and listen to the body, when you’re full, stop eating.

However, as people and organizations become more aware of the perils of burnout,

individuals and businesses are investing more and more in personal well-being.

And HPI says it only expects appetite to grow in the U.S., Asia and beyond.

We know that the topic of stress and burnout is not going to go away.

With flexible working arrangements, with globalization of businesses and connected technologies,

this is going to continue to impact current workforces and workforces for the future.