# explain how excessive demands or underchallenge of employees effects projects

If one or many employees are challanged very hard or hardly, this can have heavy impacts to the team.

## Excessive demands

A „born-out“ is a well-known concept, where employees or general humans get a lot of stress and pressure because of too much work. If they do that for a long period of time, this could have the effect that the team is slowly but heavily falling apart because the „borned-out“-person feels too stressed. And if the team is falling apart, the project is falling apart.

## Underchallenge

It sounds weird, but underchallenging an employee can have horrible effects on the team itself. These modell of underchallenge is called „Bore-out“ if one employee has not enough to do for a long period of time. The consequences could be stress, head age or sleeping problems because the employee tries to get trough working days with playing around 1-2 hours with their smartphone.

In order to fix a broken team, there is a possibility to organize an extern person, which works with the team to fix the team.