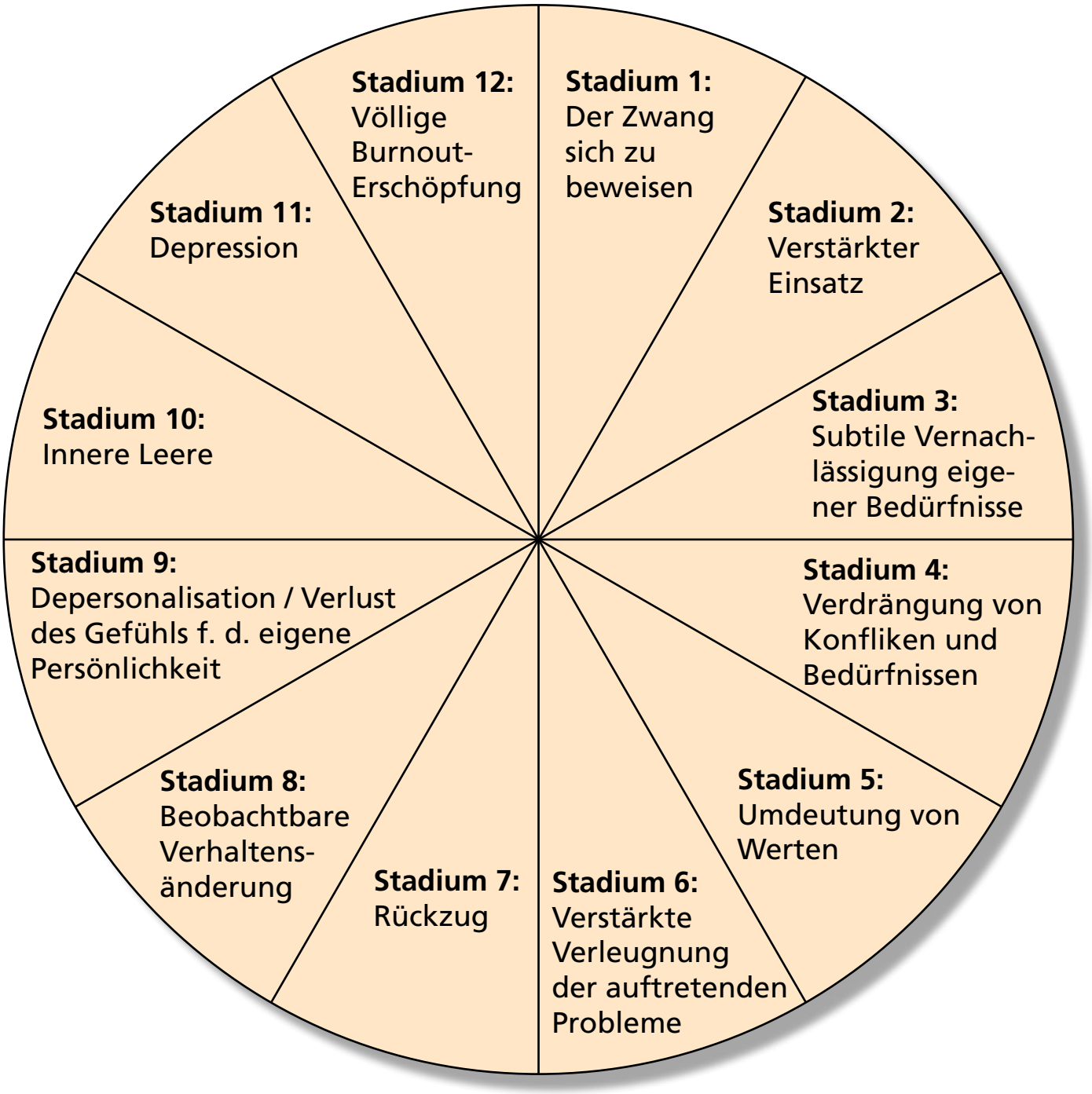Der Burn-Out Zyklus: Wo stehen Sie?