

# BURNOUT

## BEATING BURNOUT AT WORK

### WHAT IS BURNOUT?

Burnout results from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions:



#### **Exhaustion:**

Physically, emotionally, and cognitively, described as feeling like the tank is empty.



#### **Negative & Cynical:**

Feeling negative and cynical toward work, co-workers, and others in one's life.



#### **Ineffective at Work:**

Reduced effectiveness or ability to perform one's work.

### THE IMPACTS OF BURNOUT



All aspects of people's lives at work, home, and socially.



Workplace productivity, performance, retention, and more.



Health and well-being because of excessive levels of stress.



Risk of developing mental health conditions like depression, anxiety, and substance use.

### HOW COMMON IS BURNOUT?

**77%** of professionals

reported experiencing burnout at work.

2018 Deloitte survey

**76%** of employees

reported experiencing burnout on the job at least sometimes.

2020 Gallup survey

**88%** of workers

experienced some burnout, with 60% reporting high levels of burnout.

2021 Catalyst survey



## WHAT CAN EMPLOYEES DO TO REDUCE AND PREVENT BURNOUT?

Employees can also take steps to reduce burnout and enhance their mental health and well-being by:



Connecting with support through an EAP, or by talking with a mental health or primary care professional.



Taking time off and addressing sleep issues.



Focusing on self-care by scheduling time for exercise, social connections, and joyful activity.



Making changes that reduce or eliminate factors contributing to excessive levels of stress.



The Center provides training, consultation, and support for organizations working to prevent and reduce burnout.

To learn more contact us at [workplacementalhealth@psych.org](mailto:workplacementalhealth@psych.org).

## REFERENCES

World Health Organization: defining the three elements of occupational burnout:

<https://www.who.int/news/item/28-05-2019-burn-out-an-occupational-phenomenon-international-classification-of-diseases>

Maslach, C., & Leiter, M. P. (2016). Understanding the burnout experience: recent research and its implications for psychiatry. *World psychiatry: official journal of the World Psychiatric Association (WPA)*, 15(2), 103-111.

<https://doi.org/10.1002/wps.20311>.

### Links to Burnout Survey Reports:

**Gallup:** Accessed at: <https://www.gallup.com/workplace/282659/employee-burnout-perspective-paper.aspx>

**Catalyst:** Van Bommel, T. (2021). Remote-work options can boost productivity and curb burnout. Catalyst. Accessed at: <https://www.catalyst.org/reports/remote-work-burnout-productivity/>

**Deloitte:** Accessed at: <https://www2.deloitte.com/us/en/pages/about-deloitte/articles/burnout-survey.html>

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