

BURNOUT 101

Recognizing Burnout in the Workplace & Supporting Your Team

WHAT IS BURNOUT?

Burnout is, “a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed.”

Burnout can lead to a number of negative consequences for employees, including decreased productivity, poor mental and physical health, and even depression or anxiety.

BURNOUT INSIGHTS & NOTABLE STATISTICS



of HR professionals say burnout makes up almost half of their annual turnover.



of workers who experience burnout feel physically and emotionally exhausted after work.



of employees say they have experienced burnout at their current job.



say that unmanageable stress or frustration impacts the quality of their work.



say burnout can negatively impact personal relationships.



of professionals feel their employers are not doing enough to prevent or alleviate burnout.



did not use all of their vacation time on a yearly basis.

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WHAT BURNOUT IS:

- Lost or diminished motivation
- Prolonged chronic stress
- Emotional exhaustion
- Increased absenteeism
- Reduced work performance

WHAT BURNOUT ISN'T:

- Laziness
- Situational stress
- A bad attitude
- Lack of commitment
- Lack of talent or ability

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Preventing Burnout in the Workplace

ENCOURAGE A HEALTHY WORK/LIFE BALANCE



Allow flexible work hours



Encourage employees to take vacation time



Offer paid time off for mental health days



Provide tools like:

- Meditation service subscriptions
- Stipends for mental health services, child care, and gym memberships
- Remote work/home office assistance



Provide workplace resources like:

- Counseling
- Stress management classes
- Employee assistance programs

UNDERSTAND WHAT CAN CAUSE BURNOUT IN THE WORKPLACE

Be cognizant of perpetuating the following:



Long Hours



Unrealistic deadlines



High demand for travel



Overly autocratic or bureaucratic management styles



Ineffective leadership



Lack of support and resources



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TOP 10 BURNOUT RED FLAGS:



Exhaustion



Irritability



Loss of interest in work



Reduced work performance



Increased anxiety



Sleep problems



Decreased productivity



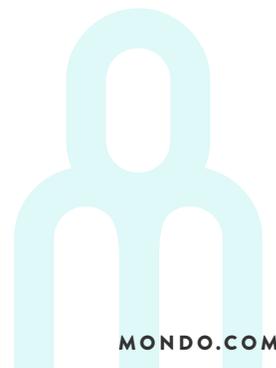
Increased absenteeism



More errors or mistakes



Isolation from colleagues



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WAYS TO ENCOURAGE VACATION TIME TO AVOID EMPLOYEE BURNOUT

- Offer unlimited vacation days.
- Encourage employees to use all their vacation days.
- Make it easy to book time off.

HOW TO AVOID BURNOUT IN THE WORKPLACE



Take regular breaks to avoid burnout



Exercise regularly



Eat a healthy diet



Set healthy boundaries



Seek professional help if needed

HOW TO ADVOCATE FOR YOURSELF TO AVOID BURNOUT

- Communicate your needs to your employer.
- Ask for help when you need it.
- Speak up if you feel like you're being overworked.

SOURCES:

- [World Health Organization \(WHO\)](#)
- [Helpful Strategies for Burnout Awareness in the Workplace](#)
- [Deloitte Survey](#)
- [Startling Remote Work Burnout Statistics \(2022\)](#)
- [Burnout Is Sabotaging Employee Retention: Three Things You Must Know To Help](#)



ADDITIONAL RESOURCES:

- [Helpful Strategies for Burnout Awareness in the Workplace](#) — Mondo National Staffing Insights
- [Understanding the burnout experience: recent research and its implications for psychiatry](#) — National Library of Medicine
- [Beating Burnout](#) — Harvard Business Review
- Burnout Awareness with Stephanie Wernick Barker — Mondo Minute Podcast



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