



# How to identify and reduce employee burnout

## What is burnout?

A prolonged response to chronic emotional and interpersonal stressors on the job, and is defined by:

### Exhaustion

I'm so tired

### Cynicism

I'm so fed up, I just don't care anymore

### Inefficacy

I'm not making a difference

## The true cost to business can be far greater...

Burnout results in low productivity and high turnover, especially turnover of your most talented employees.

1.Limeade Institute Engage 2022 Survey

2.Bureau of Labor Statistics, 2021

Challenges abound

**57%**

Very or extremely stressed<sup>1</sup>

**49M+**

US voluntary quits in 2021<sup>2</sup>

High demands at work was responsible for

**\$48**

Billion in spending

## From on fire...to burned out

- Have to be **ON FIRE** in order to burn out
- That is, you have to care, you have to be all in, you have to be **ENGAGED**, in order to get to the point of burning out
- Burnout is when engagement intersects with **LOW WELL-BEING**—without you or the organization intervening

## Burnout as an organizational issue vs. a personal one

### Primary causes of burnout

- Overload – workload and time
- Pressure
- Role conflict and ambiguity
- Lack of support from managers
- Lack of feedback
- Lack of participation in decision making
- Lack of fairness and equity
- Values disconnect
- "Broken" psychological contract

Maslach, Schaufeli, & Leiter, 2001

## Organizations need to understand their roles in causing and preventing burnout



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## Looking at the differences

### Burnout

- I have cared so deeply for so long, without a break from the stress, that I have become depleted and cynical
- I have given everything to this job

### Disengagement

- I am past the point of caring or I have never cared at all
- This is just a job

### Engagement

- I am energized by and connected to this job, so much so that I get purpose from it
- This is way more than a job

## Burnout prevention

Recovery and treating yourself right

Well-being mindset: resilience, positivity, belief in yourself, reframing

Social connection

Finding organizational support

Purpose