



# 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.

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

1.Limeade Institute Engage 2022 Survey

2.Bureau of Labor Statistics, 2021

## 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

## 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



Limeade is an immersive employee well-being company that creates healthy employee experiences. Limeade Institute science guides its industry-leading software and its own award-winning culture. Today, millions of users in over 100 countries use Limeade solutions to navigate the future of work. By putting well-being at the heart of the employee experience, Limeade reduces burnout and turnover while increasing well-being and engagement — ultimately elevating business performance.

To learn more, visit [www.limeade.com](http://www.limeade.com).