

Are you burned out?

With work and life pressures at all-time highs, the issue of employee burnout is finally getting the attention it deserves. Burnout is rooted in the “always-on” mentality, where you never fully unplug from work. Left untreated, it can affect your health. Here’s a look at what burnout means and how to address it.



Burnout is real and increasingly common.

If you’re feeling drained, rest assured that you’re not alone. Burnout is a syndrome resulting from chronic workplace stress that has not been successfully managed.¹ Employee burnout is on the rise, with 4 in 5 employees saying they feel emotionally drained from their work—an early sign of burnout.² While treatable, burnout shouldn’t be taken lightly. The first step in stomping it out is to call it out.

DID YOU KNOW:

1 in 4

Nearly 1 in 4 employees experience the more severe signs of burnout, including reduced professional efficacy and cynicism toward coworkers and their jobs.³

GAUGE YOUR BURNOUT

Is burnout affecting you?

This informal test can help you determine if you may be experiencing burnout—and identify steps you can take to manage and reverse it. **Start by responding to these statements:**

1 I feel emotionally and/or physically drained from my work.

- Never Sometimes Often Always

2 I feel that my work performance is lagging.

- Never Sometimes Often Always

3 I feel like what I do at work doesn’t really matter.

- Never Sometimes Often Always

4 I feel overwhelmed—no matter how hard I work, I’m always behind.

- Never Sometimes Often Always

5 I don’t share my feelings with coworkers.

- Never Sometimes Often Always

Your level of burnout may be:

Low

If you responded *never* or *sometimes* to all 5 statements. To keep burnout at bay, focus mostly on the preventive steps below.

Moderate

If you responded *sometimes* or *often* to 3 or 4 statements. To alleviate and avoid further burnout, focus on a mix of preventive and recovery steps below.

High

If you responded *often* or *always* to all 5 statements. Focus on recovery steps below first—but use preventive steps to avoid future burnout.

TAKE ACTION

Whatever your burnout level may be, take steps to prioritize your health.

Preventive Steps



[View Preventive Steps](#)

Recovery Steps



[View Recovery Steps](#)

Look to your employer for help.

Employers are increasingly aware that burnout is a growing challenge. That’s why more and more employers are offering resources for employees who feel like they’re running on empty. Check to see what resources and benefits your company can provide to help address burnout.



Switch off the always-on mentality.

One of the most common reactions to burnout is trying to push through it. Regardless of your level of burnout, this only makes things worse. The secret is to step back and assess. Reach out and speak up. And take advantage of resources and support available. We’re in this together. And, together, we can stomp out burnout.

¹ World Health Organization, “Burn-out an ‘Occupational Phenomenon’: International Classification of Diseases,” May 28, 2019.
^{2,3} Taylor Adams, Madeline Reinert, Danielle Fritze, and Theresa Nguyen, *Mind the Workplace 2021*, Mental Health America, 2021.
⁴ Mind Tools, “Avoiding Burnout: Maintaining a Healthy, Successful Career,” 2021.
⁵ Lattice Blog, “How To Talk To Your Manager About Work Burnout,” by Manasi Patel, posted July 26, 2021.