

Nearly 3 in 4 Workers Suffer From Burnout

A survey by telecommunications service provider Ringover found that nearly 3 in 4 (74%) U.S. workers suffered from burnout and associated symptoms (e.g., feeling tired, drained, detached or helpless) due to their current job position. These feelings increased the risk of turnover, with nearly two-thirds (64.25%) of surveyed employees reporting they had considered leaving their jobs due to burnout. With many organizations focusing on recruiting top talent, high levels of burnout are likely negatively impacting employees. Employee burnout can have drastic consequences for retention and productivity, which can impact an organization's bottom line.

Survey Results

The leading causes of burnout listed by survey respondents were a heavy workload (43%), lack of resources (36.9%), micromanagement (36.6%) and toxic work environments (34.5%). Burnout varied among demographics such as worker age, gender and industry.

Burnout was most prevalent among workers aged 18 to 24, with 85% of workers in this age range reporting burnout or associated symptoms. Over half of workers aged 55 to 64 reported that they had been impacted by symptoms of burnout, although 1 in 8 were unsure what the symptoms of burnout were. This indicates that workers in this age range may feel uncomfortable discussing stress in the workplace.

Men and women also reported different responses to burnout. Male workers were more likely to report symptoms of burnout (78.55%) compared to 67.03% of female workers. Men were also more likely to

consider leaving their jobs, with over two-thirds (68.75%) of men considering quitting, compared to 59% of women.

The survey also found that workers in certain industries were more prone to burnout. Top industries for burnout included:

- Agriculture (84.38% of employees feel burnt out)
- Finance and insurance (82.5%)
- Information publishing and telecommunications (81.38%)

Employer Takeaways

Although the survey found high rates of burnout across all U.S. industries, burnout increased employers' risk for high rates of turnover. However, the survey found that certain strategies, such as proactive rest, dramatically increased employee happiness and reduced the symptoms of burnout.

Proactive rest refers to the practice of letting employees choose flexible working patterns, such as remote work opportunities, four-day workweeks and mandatory lunch breaks. Employers who provide employees with opportunities for flexibility and rest during the work week may experience numerous benefits, such as increased employee retention, satisfaction and productivity.

Contact us today for more workplace resources.