

You Need To Fix Burnout. Here's How.

Our workplaces are on the brink of a burnout crisis. In at least two recent studies, employee burnout levels were found to be between 77% and 89%.

These numbers are not only bad news for suffering employees—they're very bad news for employers. In 2021 and 2022, burnout was one of the top three reasons employees left their jobs. And even when employees do struggle through burnout to keep working, productivity takes a dive, morale is impacted and managers find it near impossible to inspire their teams.

The result? Burnout is expensive. Replacing employees costs on average between one-half and two times their annual salary. And burnout often hits the highest performing and most engaged employees—those who are most difficult, and costly, to replace.

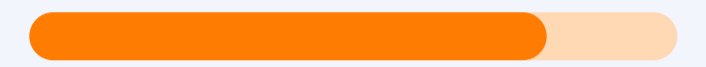
On top of high turnover costs come those of reduced productivity and lower work quality. These early indicators of burnout have become so common that they've spawned a whole new term: **quiet quitting**, when an employee begins to put in no more time, effort or enthusiasm than is absolutely necessary to do the minimum requirements of their job.

Whether intentional or the result of a mental health issue, quiet quitting can be disastrous for an organization's bottom line. Employee disengagement has been estimated by Gallup to cost \$3,400 out of every \$10,000 in salary.

Despite its profound economic consequences, many leaders have yet to fully understand or address the impact burnout can have on their organizations. According to Deloitte's 2022 Workplace Burnout Survey, nearly 70% of professionals feel their employers are not doing enough to prevent or alleviate burnout within their organization.

BURNOUT LEVELS

77-89%



COST OF REPLACING EMPLOYEES

2x their annual salary

70%

of professionals feel their employers are not doing enough

What is burnout?

But let's take a step back.

In 2019, the World Health Organization added burnout to its International Classification of Diseases, defining it as an occupational phenomenon “**resulting from chronic workplace stress that has not been successfully managed**”.

IT'S CHARACTERIZED
BY THREE IMPORTANT FACTORS:



feelings of energy depletion or exhaustion



increased mental distance from one's job, or feelings of negativity/cynicism related to one's job



reduced professional efficacy

It goes without saying that these all negatively impact productivity, not to mention profit and culture.

EMPLOYEES EXPERIENCING
BURNOUT ARE ALSO:

63%

more likely to take a sick day

2.6x

more likely to be actively seeking a new job

13%

less confident in their performance at work

Burnout's steady rise

Considered an epidemic by many, burnout numbers around the world have been on the increase since May 2020. And burnout continues to impact critical segments of the workforce: 43% of millennials and 44% of Gen Zs said they left jobs due to burnout in 2022, while nearly 40% of working women reported actively seeking a new role in 2022 for the same reason.

But employers who succeed in getting ahead of the burnout curve not only prevent undue suffering in their employees, they enjoy distinct competitive advantages.



Spot the signs

The first step to tackling burnout at your organization is recognizing when it's happening.

SIGNS INCLUDE:



Disengagement



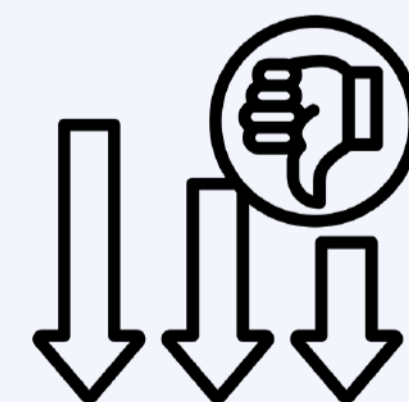
Increased absenteeism



Exhaustion



Negative or cynical attitude



Lower quality of work



Ready to beat burnout?

Assess, Equip, Empower!

1 ASSESS

The first step toward beating burnout at your organization is to take your team's temperature. Measure the status quo via an anonymous, company-wide survey. You can then start rolling out measures to address burnout as needed. Try mental health days, burnout sabbaticals or workations.

2 EQUIP

Next, equip managers to identify and address burnout risk factors within their teams, urging them to:

- Keep an open-door policy
- Ensure workload and time pressures are reasonable
- Encourage teamwork and shared accountability
- Make sure everyone's opinion counts
- Focus on strengths-based feedback and development
- Talk about mental health and model healthy behaviors

3 EMPOWER

Last, and certainly not least, empower your employees over the long term by offering comprehensive mental health tools and resources.

We're biased—but we think there's nothing better than providing the whole team with a flexible, accessible, science-grounded mental health benefit. nilo.health's platform gives employees access to counseling sessions, expert-developed educational tools and resources for addressing burnout.

Ready to create space for mental health in your company?

→ GET A DEMO