

workhuman*

Easing Employee Burnout

3 WAYS TO HELP YOUR EMPLOYEES MAINTAIN HEALTH,
WELLBEING, AND PRODUCTIVITY





Employees across industries are plagued with long hours, never-ending requests, and extreme stress.

Burnout is something we've all felt before. The World Health Organization defines it as a syndrome resulting from chronic workplace stress that has not been successfully managed. Left unmitigated, this burnout leads to lower employee engagement and satisfaction.

As research from Gallup and Workhuman[®] found, "Employees who are burned out much or all of the time don't bring their best to work – they are 63% more likely to not show up at all and are more than twice as likely to look elsewhere for a job."

But that's not all. Burnout is one of the biggest contributors to a toxic workplace culture and an overall more negative world. Gallup research found burned-out employees were 2.6x as likely to be looking for other employment, and Harvard Business Review reports that stress as a result from work accounts for 8% of the national spend in healthcare each year. More than ever, it's up to organizations and their leaders to create a human workplace in which employees are free to create, innovate, and solve problems while maintaining their own health and wellbeing.

Here are three ways to minimize employee burnout.



ONE Embrace work-life flexibility.

A Workhuman survey found that feeling appreciated and valued for the work they do is the most important factor (39%) aside from pay that would influence an employee's decision to stay with a company.

The survey also revealed some ways employees would like to be appreciated, with flexible work coming out on top. The vast majority (80%) of employees surveyed said that they would be just as, if not more, productive if their company gave them every other Friday off. And 57% of employees who work from home stated they get more done than when working in the office.

Long work hours and lack of work-life harmony can be a strong contributor to burnout. Progressive organizations should focus less on the hours it takes to get work done and more on the quality of work, and encourage time off to recharge and refresh. After all, no two employees have the same wants or needs, and organizations should accommodate that.

Organizations that embrace work-life flexibility are more likely to prevent burnout and keep their employees engaged and productive.

Employees feel their wellbeing has been most negatively impacted by an increased workload (43%) and feeling undervalued (26%), and 65% would consider leaving because of burnout or being overworked.

Source: "[3 Ways to Combat Burnout](#)," Workhuman, 2023



Ways to take action:

- Provide mandated paid time off (e.g., a half day off every last Friday of the month).
- Allow employees to have a say in their schedule and time in office.
- Provide additional paid leave for mental health days.



TWO

Amplify wellbeing through employee recognition.

Recognizing employees for the work they do is proven to increase engagement, satisfaction, and productivity in the workplace. For organizations struggling to minimize burnout and maintain productivity in times of crisis, authentic appreciation may be a solution.

Recognition is a simple and incredibly effective way to boost employee morale and engagement, but it's most powerful when done right. Another report from [Gallup and Workhuman](#) defined the five pillars of good recognition as fulfilling, authentic, personalized, equitable, and embedded in the culture.

Employees who receive recognition from managers and leaders at least a few times per month are up to 2x as likely to be thriving. And the best part about public recognition?

Its impact on wellbeing spreads throughout the whole organization; in fact, employees who report giving recognition a few times per month or more are nearly 2x as likely to say they experienced gratitude the day before. And gratitude is the ultimate burnout anecdote.

At Eaton, a leading global power management company, 79% of employees agree recognition makes them feel their work is valued and appreciated.

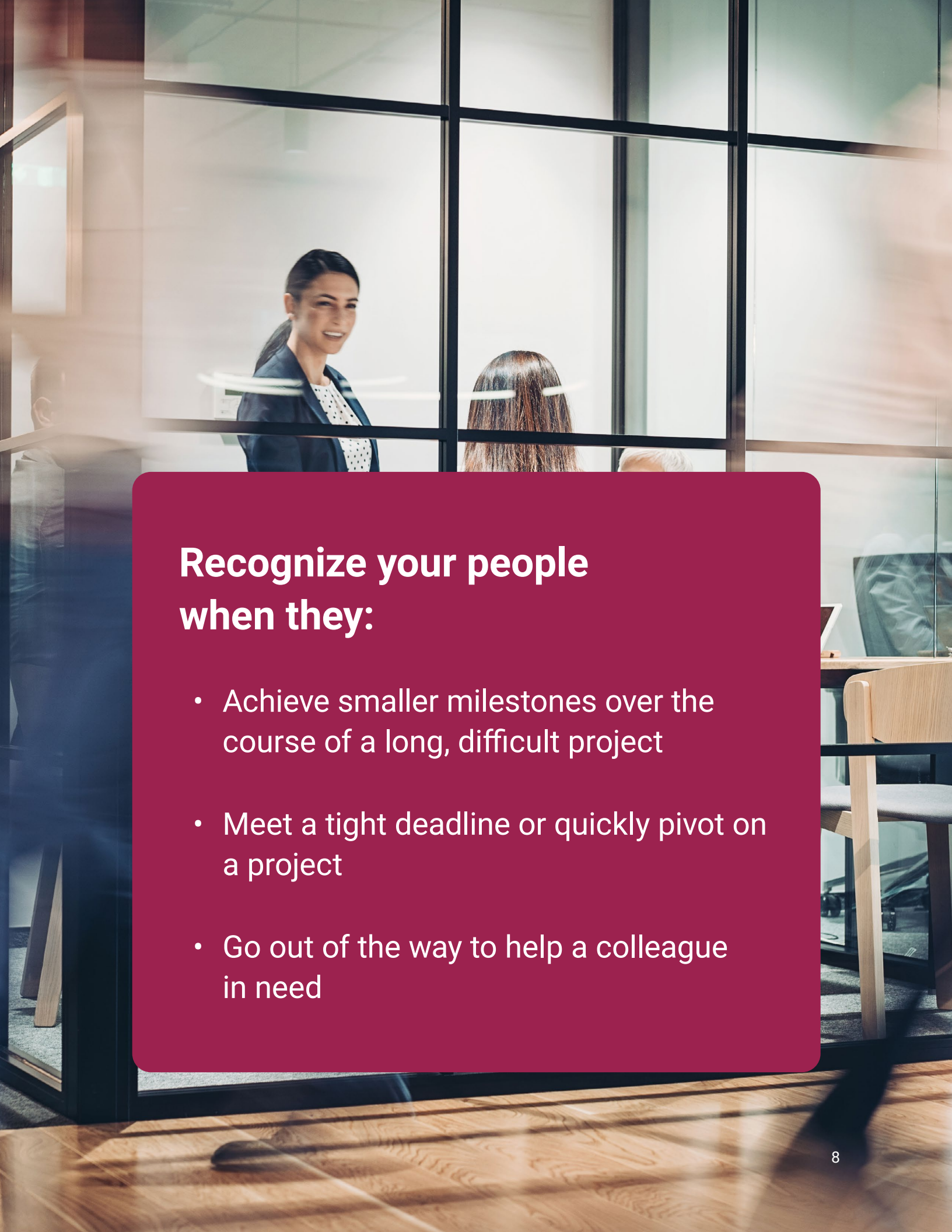
“Recognition is an important piece of our total rewards package and a key lever for retaining our top talent.”

JENNIFER SWEDA

Former Compensation Manager at Eaton

Employees working at companies with strong recognition cultures are 73% less likely to “always” or “very often” feel burned out.

Source: “Unleashing the Human Element at Work: Transforming Workplaces Through Recognition,” Gallup and Workhuman report, 2022



Recognize your people when they:

- Achieve smaller milestones over the course of a long, difficult project
- Meet a tight deadline or quickly pivot on a project
- Go out of the way to help a colleague in need



THREE

Make time to listen.

When burnout hits, employees often feel alone, leading them into a spiral of disengagement and exhaustion. To prevent this, managers should conduct frequent check-ins with their employees to create a sense of trust, connection, and belonging.

For Qlik, a business intelligence company, authentic and frequent check-ins were key to maintaining an engaged, productive workforce. In the first year after implementing Conversations®, Workhuman’s continuous performance management platform, the highest percentage of employees ever said they understand their priorities, and 98% of employees said they value feedback as support for their learning.

Weekly or even daily check-ins give employees the chance to slow down, ask questions, raise concerns, and feel heard. Rather than facing burnout alone, frequent check-ins demonstrate to employees they have the support and guidance they need.

More than half (54%) of workers stated they feel comfortable speaking to their managers about stress – but more than one-third (34.7%) said they did not.

Source: “Human Workplace Index: Lowering the Stress Threshold at Work,” Workhuman, 2023

A high-angle photograph of four business professionals (two men and two women) sitting on bright yellow armchairs in a modern office setting. They are all dressed in business attire and are engaged in a collaborative meeting. One woman is holding a presentation board with a diagram, while the others are looking at documents or the board. The scene is brightly lit, and the overall atmosphere is professional and collaborative.

Ask questions to start an authentic dialogue:

- What can I do to help you do your best?
- What conversations do we need to be having to get through this? What am I missing?
- What are ways you think you could help that I might not know about?

To mitigate burnout and provide vital support to your people, look at the environment you're building for your employees.

Do your people feel valued and appreciated for their work? Is the culture aligned with your company's core values? Are you giving employees the space to be human? If the answer to any of these questions is no, your people are going to be more susceptible to feeling burned out – causing both employee morale and business metrics to suffer.

To learn more, get in touch with us directly or visit workhuman.com.

Join HR's leading innovators and trailblazers in Austin, April 15-18, 2024, for the ninth [Workhuman Live](#).

+1 888.743.6723 | workhuman.com
Or read more on our blog: workhuman.com/blog

workhuman*