BURNOUT (noun): A workplace mental health phenomenon resulting from chronic, unmanaged workplace stress that is characterized by feelings of exhaustion, disengagement and negativity related to one’s job, and reduced professional performance.¹

A new poll commissioned by the American Heart Association through The Harris Poll found that burnout is a serious and ongoing workforce mental health challenge and it poses a threat to achieving health equity.

82% of employees say they at least sometimes feel burned out in their professional roles, with 25% saying they feel this way often or always.

Key Burnout Inequities:

Women, LGBTQIA+, and frontline workers (such as healthcare or other essential employees) are less likely to report that their workplace as good or excellent.

- 78% males
- 71% females
- 76% non-LGBTQIA+
- 65% LGBTQIA+
- 77% non-frontline workers
- 73% frontline workers

Visit heart.org/workforce to learn more and complete the Workforce Well-being Scorecard to see how your organization measures up.
Additional Factors

**INCOME**
those who lived in a household making $100K or more reported the highest positive workplace well-being.

Lower income workers and women were less likely to have an employer who has enacted a policy to promote employees’ overall well-being in the last 12 months.

**DEMOGRAPHICS**
Other groups that were more likely to report feeling burned out often or always included:
Working parents, younger employees, lower income (<$50K) workers and LGBTQIA+ workers.

38% of employees feel there is no one at their company who can relate to their personal life experiences, especially Black and Hispanic workers, parents, LGBTQIA+ workers, frontline workers and lower income workers.

In addition to workplace factors, lower-income employees are also more likely to experience personal stressors that can contribute to burnout, such as financial stress, mental health concerns and physical health concerns.

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1World Health Organization

*The research was conducted online in the United States by The Harris Poll on behalf of the American Heart Association among 5,055 US adults aged 18+ who are employed full time or part time. The survey was conducted between April 13 and May 10, 2023.