Burnout is chronic workplace stress that has not been successfully managed (World Health Organization)

82% of employees report feeling burned out at least some of the time.
25% of employees say that they feel burned out often or always.

SIX ROOT CAUSES OF BURNOUT

WORKLOAD
Does work demand exceed reasonable available time? 59% say they at least sometimes have an unmanageable workload.

AUTONOMY
Do employees have some input into their job functions? Involving employees when defining job roles improves well-being and reduced burnout.

COMMUNITY
Do employees feel supported by their peers and management? Promoting peer support or affinity groups can help.

APPRECIATION
Are employees recognized for their contributions? 28% say that they do not often receive reward or recognition for their work.

FAIRNESS
Do employees perceive the organization’s culture to be fair and equitable? 14% say they have been treated unfairly at work.

VALUES
Are the employees values aligned with those of the organization? Misalignment of values increases the risk of employee burnout.

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

*All data sourced from an online survey in the United States conducted by 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.
Among organizations that implemented all nine of AHA’s recommended burnout prevention policies, 91% of employees reported positive workplace well-being, compared to only 51% of employees at organizations with no policies in place.

**9 BEST PRACTICES TO BEAT BURNOUT**

### Connection to Organization
- Define clear roles & responsibilities
- Promote employee resource groups
- Regularly assess workloads

### Connection to Role
- Regularly assess skill and task alignment
- Offer a training path for skills, leadership and career development
- Allow input on their job design, where practical

### Connection to Well-being
- Promote overall employee health and well-being
- Ask if employees feel supported in their health and well-being
- Foster a culture of rest and recovery

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