



# BURNOUT: AN EQUITY PERSPECTIVE



**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.<sup>1</sup>

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 equitable health.

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 health care or other essential employees) are less likely to report their workplace as good or excellent in managing burnout.



**78%** males  
**71%** females



**76%** non-LGBTQIA+  
**65%** LGBTQIA+



**77%** non-frontline workers  
**73%** frontline workers



# THE GOOD NEWS

The American Heart Association is here to help, with science-backed policies and best practices to support equitable well-being and reduce burnout in your workforce.

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.

## 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.

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.



Visit [heart.org/workforce](https://heart.org/workforce) to learn more and complete the **Workforce Well-being Scorecard** to see how your organization measures up.

<sup>1</sup>World 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.