

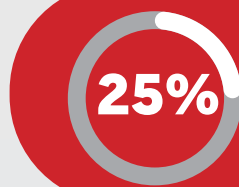


FACE TO FACE WITH EMPLOYEE BURNOUT

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



of employees report feeling burned out **at least some of the time.**



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.



THE GOOD NEWS

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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