

Stress and Burnout in the Workplace

Stress and burnout

are some of the most common causes of absenteeism and lost productivity within the workplace.



This can adversely impact deadlines, performance guarantees, and business operations, which can all result in lost dollars from the organization.

64%

of adults report that work is a significant source of stress¹

Stress and burnout can lead to:

- Impaired decision making
- Increased negativity or cynicism regarding work
- Irritability
- Negative interactions with colleagues or
- Fatigue and exhaustion
- Increased substance use or abuse
- Decreased productivity

27%

of employees say they're less productive at work because of their financial worries.²

Causes:

- Lack of control or resources for the employee
- Unclear job expectations
- Dysfunctional workplace dynamics
- Extremes of activity—either too monotonous or chaotic for the employee
- Lack of social support
- Poor work-life balance

Common causes of stress and burnout are directly related to the work environment. Being aware of these stressors allows the employer to implement changes that can support the prevention of employee burnout.

Prevention:



Encourage and foster open dialogues between employees and management



Support wellness time, including scheduled breaks and lunches



Reinforce wellness offerings within the organization or through employees' health insurance



Provide clear expectations to the employee regarding their role and job duties

The information contained herein is for purely informational purposes only, and is not intended to present medical, occupational, or therapeutic advice.

1. <https://www.apa.org/news/press/releases/stress/2020/sia-mental-health-crisis.pdf>

2. MetLife's 19th Annual U.S. Employee Benefit Trends Study 2021