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Take Employee Wellbeing From Surviving to Thriving

3 WAYS TO PREVENT BURNOUT



Findings from the webinar, **From Surviving to Thriving: Promoting Wellbeing and Combating Burnout in the Workplace**



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Author of "The Burnout Solution: 12 Weeks to a Calmer You"



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Burnout costs \$322 billion globally in turnover and lost productivity. Based on a recent Gallup and Workhuman® study, burned-out workers have trouble focusing, are more likely to make mistakes, and are physically exhausted.

"Burnout is not linear. So, recovery isn't either, which is why the prevention part, the recognition, all the tools that we [use] – because we don't want people going through this experience – [are so critical]," says burnout expert and author Siobhan Murray in a 2023 webinar hosted by Dr. Isha Vicaria, senior research and people data analyst at Workhuman.

Workers who feel they get the “right” amount of recognition are **30% less likely to experience burnout** than those who do not believe they are getting the right amount of recognition.

Source: “From Appreciation to Equity: How Recognition Reinforces DEI in the Workplace,” Gallup and Workhuman, 2023



ONE

Train your managers to recognize signs of burnout.

The first step to mitigating burnout is knowing what to look for. Train your managers to spot signs of burnout so they can address these feelings early on. This doesn't mean overburdening managers with more responsibilities than they already have; rather, your goal is to teach them to understand the symptoms of burnout for the benefit of their teams and the organization as a whole.

According to the World Health Organization (WHO), some signs can include:

- Sudden changes in behavior
- Higher sensitivity to constructive feedback
- Complaints of insomnia and low energy
- Thoughts of quitting or switching roles

TWO

Lower your company's voluntary turnover by investing in strategic recognition.

Unfortunately, burnout can cause employees to become cynical, irritated, and unmotivated. When an organization invests in a recognition program, you can stop these symptoms before they spread. The investment helps prevent an eventual drain on morale because of spiking turnover rates.

By investing in a recognition program, you're not only thanking employees for their work and commitment, but also promoting a culture more resilient to turnover, injury, low productivity, and low engagement.

Not just any recognition hits the mark! According to Gallup, for recognition to improve employee wellbeing, it should be fulfilling, authentic, equitable, embedded in company culture, and personalized.



We saw an **82% lower recordable injury rate** for plants with strong cultures of social recognition, as measured by the proportion of employees who received a safety award.

Source: "3 Key Data Points: The Immediate and Long-Term ROI of Social Recognition," Workhuman, 2023

THREE

Help employees disconnect without stigma.

Countries and organizations are beginning to offer employees more freedom to “disconnect” from work by strengthening their flexible work arrangements, time-off policies, and paid stress leave. Whether it’s setting a stricter start and stop to the workday or promoting midday breaks from work (besides lunch!), enabling disconnection improves wellbeing.



Buy-in from leadership and leading by example are two ways to destigmatize disconnecting from work, without penalty. For the problem to be treated seriously and strategically, reiterate to managers the importance of spotting early signs of burnout and recognizing employees. Your team is also more inclined to follow your lead, so make sure, as a manager or leader, you're taking time off to recharge and reset.

**Interested in more ways to mitigate burnout?
Check out the full webinar [here](#).**

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