

workhuman*

Easing Burnout for Tech Workers

3 STRATEGIES TO HELP YOUR EMPLOYEES MAINTAIN
WELLBEING AND PRODUCTIVITY





To employees in the technology industry, long hours, relentless demands, and high stress are nothing new. These pressures have been intensified by an increasingly competitive landscape, surges of layoffs, and the race to innovate in the age of AI.

The evolution of work we've witnessed in recent years has put a spotlight on fewer days in the office as a positive shift for employee wellbeing. However, findings from a [Workhuman® iQ survey](#) revealed that burnout is on the rise for those working in remote and particularly hybrid roles, many of whom are part of the tech workforce.

Of the more than 4,100 full-time employees in the United States, United Kingdom, Ireland, and Canada who were polled, hybrid workers, especially those without a say in their work arrangement, reported significantly more stress than on-site and fully remote employees.

Left unaddressed, burnout can lead to lower employee engagement, diminished productivity, and a host of health issues – not to mention the financial impact on organizations.

The tech industry is rapidly evolving and growing – arguably more than any other industry, and especially right now. Amidst all the automation, it's crucial these companies nurture a human workplace where employees can continue to innovate and solve problems while maintaining their health and wellbeing.

Here are three tech-approved approaches to help minimize employee burnout.

ONE

Debug and rewire work-life balance.

Those who have returned to work in person most or all days of the week have returned to a setting where the end of the workday means logging off and exiting the office. However, for hybrid and remote workers, there is often an “always-on” mentality and blurred boundaries between personal and work time.

Though it is common for progressive, future-forward companies to promote flexibility and wellbeing to their workers via à la mode work aesthetics and lifestyle benefits, the outside weight of ongoing events in the industry imposes a contradictory expectation. Though working at home and hybrid arrangements may seem to optimize equilibrium, we are often seeing an opposite effect, creating an incubator for overworking and less parity. So, what can companies do to reinforce balance?

Give employees a channel to define their ideal work “flexibility” each week and let them work that way. Though flexibility has not gone out of style, the word has lost its meaning for companies who define it for their employees. [Workhuman iQ research](#) underscores that no matter the type of work or location, the most influential factor for workers who reported less burnout was their autonomy to decide for themselves. Leverage a platform like [Conversations](#)[®] and track employee preferences. Go a step further and tap into [Workhuman iQ](#) to measure employee engagement and identify opportunities for change.

Reward personal life attentiveness and self-care. Provide mandated PTO and paid mental health days. Even if you do offer a generous package of time off, hold employees accountable to taking it. We all know a person who is online at 10 p.m. or on weekends. And many of us tend to experience feelings of guilt and anxiety creep up when we do take off or step away from our work. Positively affirm days or hours off – whether it be for a vacation or just to go for a walk, go to yoga, take an art class, or do absolutely nothing in bed. As you build a culture of work-life balance, you will mitigate those feelings over time and instill psychological safety where workers want to prioritize their wellbeing.



TWO

Reboot the human connection.

In large tech companies right now, it can be easy for employees to feel like just another cog in the machine – a red flag for burnout. It’s important to separate and elevate the value of the human doing the work from the machine.

For tech organizations that are struggling to maintain productivity and their competitive edge while also minimizing burnout, recognition, **when done right**, is a powerful tool. It plays a crucial role in boosting wellbeing, psychological safety, and trust in leadership, especially during times of stress and change, such as layoffs. It also ignites the positive feelings workers have toward their company, coworkers, and purpose at work – a catalyst for better performance and innovation outcomes.

How might you recognize your tech workforce? Forward-thinking people leaders acknowledge important Live Events[®], Service Milestones[®], and Community Celebrations[®] and reflect on prompts like these to build connection with their team:

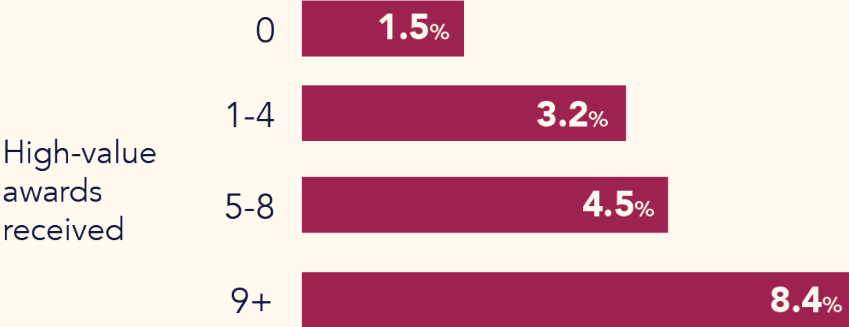
Is there a behavior you've recently seen that...

- ✓ you'd like to see more of?
- ✓ embodies company values?
- ✓ helps your organization achieve its mission and goals?
- ✓ has gone beyond the call of duty?

This type of consistent, authentic recognition generates results.

\$100+ recognition is correlated with greater rates of future innovation.

Employees who received 9+ high-value awards in a year were 5x as likely to receive a future innovation award.



Employees who received an innovation award

Source: Workhuman iQ, 2024
 Fortune 500 Financial Software Company
 18k+ employees | 6 countries | Partner since 2004

THREE

Recognize right: run diagnostics and iterate.

Workhuman® and Gallup research found when recognition hits the mark, meaning it was done right, employees are 74% less likely to feel burned out.

What does it mean to do recognition right? It means tailoring your approach to be as nuanced as humans are. It means prioritizing your people and cultivating a system that is strategic, hard-wired to sustain tough times, and coded to fit your company and its goals. It also means identifying and addressing the “who, what, when, and how” of burnout and recognition.

Not everyone experiences burnout in the same way and not everyone expresses it outwardly the same way. Those who are suffering the most might be the ones you would least expect. Identities at and away from work, perceptions, and even work environments all add a layer of complexity to how burnout manifests.



For example, a [Black Men in Tech survey](#) found that race-related negative experiences contributed to feelings of mental exhaustion. Another example is [neurodivergent employees](#) who may succumb to burnout quicker because of the unique way their brains function.

This is why it is especially important to dig deeper into your people analytics, both quantitative and qualitative, and address burnout as the nuanced and intersectional state that it is.

The Workhuman platform and our [team of experts](#) can help do this.

Reduce burnout for tech workers by working with us.

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