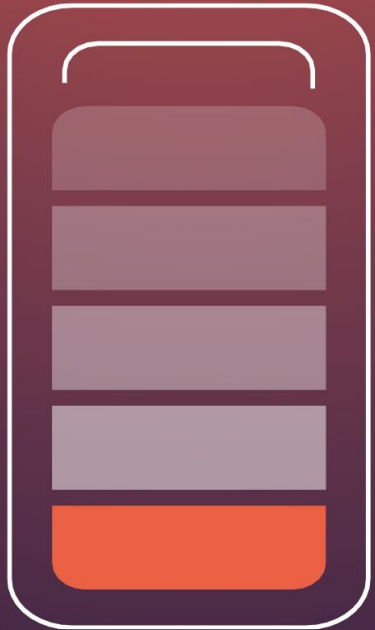




2022 Global Workplace Burnout Study: Driving Attraction and Retention Through Burnout Mitigation

Organisation Participation Proposal

2022 Global Burnout Study

Executive Summary

- The past 2 years has brought on the most rapid and significant levels of change in the workplace in many decades. This volatility and uncertainty has resulted in a massive movement of employees, giving rise to the prevalence of the term 'the great resignation'. Research shows that unmanageable workload and burnout are top reasons people are giving for leaving an employer during these past 24 months.
- In its third year, the 2022 Global Burnout Study is looking to expand our understanding of the impact of burnout and help organisations create specific insights and guidelines to help organisations tackle structural and cultural causes that leads to burnout.
- This year, our focus is on establishing how burnout alleviation strategies can be incorporated as a part of the employee value proposition and an attraction and retention strategy for organisations
- We are looking for organisations to partner in our study this year to create a better understanding of the impact of, and possible solutions to, burnout their own organisation

2022 Burnout study: key goals

Deepen the understanding of burnout and its effect on the organisation:

- Reassess the effects of burnout on productivity and quality of work
- Explore the link between burnout with engagement, attraction and retention factors
- Expand the library of data-based insights and recommendations on burnout to support organisations in taking action

Further identify & refine sustainable ways of preventing burnout in organisations:

- Identify how strategies to prevent burnout can be used by organisations to attract and retain employees
- Explore the value of using burnout mitigation as part of an organisation's employee value proposition
- Refine burnout prevention workshops to help leaders take action on burnout within their organisation

Continued expansion of the study year-on-year:

- The survey will be available in English, Spanish, Mandarin and Indonesian – Bahasa
- Expansion of survey participants throughout Asia, Europe and South America from 3,200 participants to 10,000 and 30 countries to 40+
- Establish industry specific insights on burnout (e.g., retail, finance, healthcare)

Project overview

About the survey

- *The survey is developed based on existing research on burnout from the last 50 years*
- *The survey takes approximately 5 -10 minutes to complete.*
- *Privacy is our top priority. The data collected will be anonymous and will be used for research purposes only.*
- *Participation is anonymous. As such, it will not be possible to identify an individual and it will not be possible to delete any participant's data after the survey has been submitted. Data will not be shared and results will only be presented in group formats.*

Possible benefits and risks

- *While there are no direct benefits to the participant, their responses will help better researchers better understand the prevalence of burnout and its relationship to burnout.*
- *The results of this study will be shared publicly through social media and other channels and with organizations to help the global community create more targeted solutions to address the prevalence of burnout.*
- *We offer an in-person or online debrief for participating organisations with more than 100 respondents to the survey.*

Timeline

Data collection is recommended to be open for 2 weeks during August-Sept 2022.

Timeline for 2022 Study



JUNE/
JULY

Organisations confirm participation / Kick off call



AUG/
SEPT

Survey launches, follow up to maximise participation



OCT/
NOV

Organisation-specific debriefs; full report released to the public



Infinite Potential
Leadership | Culture | Analytics

ABOUT THE RESEARCHERS

Dr. John Chan is the managing director of Infinite Potential. An Industrial/Organisational psychologist with 20+ years of global experience designing people strategies to transform work into a place that empowers individuals to realize their whole potential. John's career has taken him from Silicon Valley start-ups to NYSE and ASX-100 companies. John publishes in academic and media publications and regularly speaks at national and international conferences.

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Sally Clarke is Co-Director of leadership platform Human Leaders, as well as an author, speaker and burnout expert. She works with clients around the globe to help them find meaning and authenticity at work and beyond. Sally burnt out as a finance lawyer at a top tier firm and has since run her own businesses across four continents. Sally's latest book, "Relight Your Spark", guides individuals on how to heal and evolve after burnout.

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Andrew Freedman is Managing Partner at SHIFT Consulting. He believes that people want to do good work, achieve, grow, and be part of something bigger than themselves. For over 25 years, he has been a driving force in business transformation, leadership, and building winning cultures, so people can be and do their best every day. Andrew is an expert in translating individual, team, and organizational talent and potential into tangible business results.

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