

THE STATE OF WORKPLACE BURNOUT

Research Overview

Global trends in burnout, its relationship to workplace performance, and solutions for organizations

Executive Summary

Situation

Burnout has emerged as a significant concern in today's fast-paced and demanding work environment. The toll it takes on individuals and organizations is substantial, impacting not only employee well-being but also productivity, engagement, and overall organizational performance. While the situation continues to worsen, there is a lack of data-driven insights and solutions to help leaders, organizations, and governments to develop policies to address the systemic root causes of the burnout epidemic.

Complication

Burnout is a complex concept that has several confounding variables which creates potential complications and challenges when trying to develop solutions. Without clarity around the causes and ways of addressing burnout, organizations often struggle to understand burnout and focus on addressing symptoms rather than root causes. This confusion often exacerbates the problem for those that needs the help most.

Solution

Recognising the urgency and importance of addressing this pervasive issue, we invite your organization to participate in an ongoing longitudinal research study on burnout. Conducted by Infinite Potential, an independent, not-for-profit think tank. With the aim to deepen our understanding of the causes, consequences, and potential interventions of burnout, results from the study will create data-driven insights that can lead to better interventions of burnout and workforce sustainability.

The State of Workplace Burnout Study

Burnout has gained increasing attention as a significant challenge in the modern workplace, impacting individuals and organizations worldwide. Infinite Potential began its research on burnout in 2020 and have produced three global reports on [The State of Burnout](#). Results from this research have been featured on podcasts, magazine articles, and a keynote was [a showcase presentation during the Queensland Mental Health Week](#).

As we embark on this year's study, we look to not only build on the knowledge from past years but expand our understanding of the interdependencies in the causes and solutions of burnout. The year's study will look to:

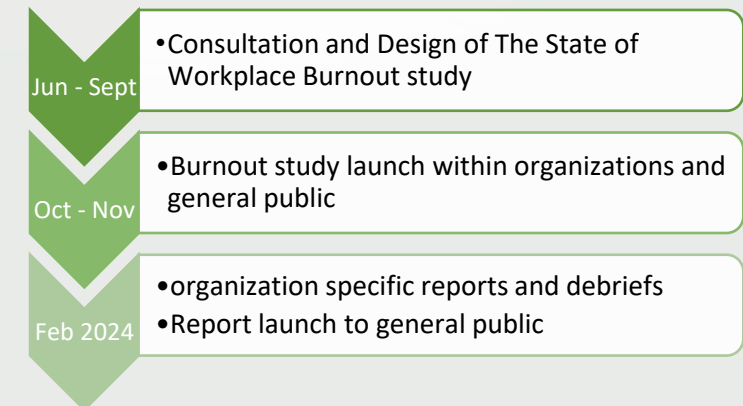
- Explore the relationship between psychosocial risks and hazards and burnout
- Create sector specific insights to provide a deeper understanding on areas to focus (retail, community services/non-profits/charity, healthcare)
- Investigate the growing trend of burnout being experienced by younger workers
- Continue the investigation into the relationship between burnout and various work situations (e.g., home vs workplace, 4 vs 5 day work week, etc.)
- Examine the link (if any) of burnout with isolation / loneliness as it relates to work environments.

Infinite Potential (IP) is looking to partner with organizations and agencies to collaborate and enhance our research and insights. Through strong partnerships, IP will be able to expand the reach and impact in providing groundbreaking research and practice advice to help leaders and organizations address burnout in order to help people better manage this challenge of the modern work.

Project Overview

- Infinite Potential will develop key themes and hypotheses through consultation with partners.
- organizations will be asked to communicate the study with their employees and send out invitations.
- Participants will receive a link to complete the survey (6-10 minutes)
- A global report will be shared publicly in Feb 2024. organizations can also opt for tailored reported of their population (terms and conditions apply).

High Level Timeline:



Support For Launching the Study in Your organization

The Infinite Potential Team will be there every step of the way to help you successfully launch the study within your organization. We can provide communication plan templates and other resources to help you engage stakeholders at all levels. Four key steps in a successful launch of the study includes:

Senior Leadership & Management Orientation

- The senior leader (and/or HR leader) should meet with the senior team to discuss the purpose, the expected benefits, and the commitment to prioritizing this issue. The goal is to gain buy-in and set realistic expectations for time commitment.
- The top leader should outline their personal commitment to workforce sustainability and alleviating burnout - what it means to them, why it matters, and how it will benefit the organization.
- Provide an outline of the logistics, including expectations for each senior leader to support the study.

Pre-Survey Communication

- A Company-wide announcement to prepare the organization for the study:
 - Emphasis the purpose and importance of the study.
 - What actions will be taken from the results.
 - Who will have access to the results / confidentiality.
 - Logistical details on survey (e.g., how long will it take, feedback window, etc.).
- People Leader/Manager announcement
 - Set expectations for managers.
 - Reinforce the importance of team participation.

Launch Survey

- Distribute launch day communication through all major channels.
- Launch survey and send invitations to all employees.
- Prepare two email reminders during 1-2 week survey window.
- Prepare 1 update to senior leaders about participation.
- Send out reminder on final day of survey.

Insights Debrief

- Send thank you communication for their participation in the study and let people know what's coming next.
- Coordinate with Infinite Potential for a tailored debrief of results with the leadership team. The debrief can be done on the overall study results or a tailored report of your organization (terms and conditions apply).
- Leaders to discuss next steps and prepare to share the report with managers.

About the Researchers

Dr. John Chan is the managing director of Infinite Potential. An Industrial / Organizational 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.

john.chan@infinite-potential.com.au

linkedin.com/in/john-chan-7883611

Sally Clarke is an author, coach, speaker and burnout expert who works with clients around the globe. She is the Co-Director at Human Leaders, a movement of leaders making work a place where people, business and society can thrive. Her latest book, 'Relight Your Spark', guides individuals on how to heal and evolve after burnout.

salcla@gmail.com

linkedin.com/in/sallyclarkeevolve

Amanda Cebrian is an organizational psychologist living between Australia and Europe with more than fifteen years of experience in People and Culture across different industries such as software, financial services, engineering and education. Amanda is passionate about building workplaces that empower individuals and teams to perform at their peak.

amanda.cebrian@gmail.com

linkedin.com/in/amandacebrianhr

Infinite Potential (IP) is an independent think tank that partners with leaders in business and society to provide solutions to complex issues through robust research and analysis. IP works closely with organizations in multiple domains to embrace a collaborative and holistic approach in transforming business strategies to capture the greatest opportunities.

The diversity in our partners brings deep industry and domain expertise, enabling us to dive beneath the surface and tackle the underlying issues and structures creating problems for organizations today.

This uniquely collaborative model allows our research and advice to question the status quo and spark changes that have a lasting effect.

Across all our work, the same goals drive what we do to help organizations maximise the potential of their people, create space for innovation, and support leaders with the courage to tackle complex issues.

CONNECT WITH INFINITE POTENTIAL

We may not have all the answers, but we know how to find them. Infinite Potential combines decades of experience with today's latest science, methodology and analytics to find solutions that empower leaders with transformative advice and insights.

Learn more at:

infinite-potential.com.au