



The State of Workplace Burnout 2026

Research Overview

Executive Summary

Situation

Most organisations know burnout is getting worse. Very few can pinpoint exactly why — or what to do about the structural and cultural conditions driving it. Now in its sixth year, The State of Workplace Burnout Study delivers the evidence your organisation needs to move beyond awareness and take targeted, systemic action.

Complication

We are navigating a world in polycrisis. Economic uncertainty, AI disruption, and relentless pressure to perform are amplifying burnout at an unprecedented scale. The cost — in wellbeing, productivity, engagement, and turnover — is enormous. Reactive responses are no longer sufficient. Leaders need deep, evidence-based insight into the systemic causes of burnout within their specific context, and a clear path to sustainable solutions.

Solution

The State of Workplace Burnout Study is already informing policy and practice across the private, public, and not-for-profit sectors globally. Participating organisations receive tailored insights, early access to findings, and the opportunity to co-design research topics that speak directly to their workforce. Together, we can build the most comprehensive picture of burnout ever assembled — and give leaders the tools to act.

Study Overview

Since 2020, Infinite Potential has produced five global reports on The State of Workplace Burnout, building the world's most comprehensive longitudinal picture of burnout and its systemic causes. Cited in major media and used to inform policy across private, public, and government sectors globally, the 2026 study extends this foundation across three interconnected research areas:

1. Job Demands & Cognitive Load

How do digital tools, hyperconnectivity, and information overload drive burnout? The study will quantify the impact of specific workplace elements on cognitive burden and identify practical strategies to help organisations design smarter, more sustainable ways of working.

2. AI's Impact on Wellbeing & Job Stress

AI is reshaping work at pace — creating new pressures and new opportunities simultaneously. The study examines the dual impact of AI on employee wellbeing across different roles and industries, identifying which groups feel most at risk and where leaders can step in to support healthier transitions.

3. Intersectional Identity & Burnout Experience

How do socioeconomic background, gender, age, cultural identity, and caring responsibilities shape the experience of burnout at work? By examining how identity factors intersect, the study will help organisations move beyond one-size-fits-all wellbeing approaches and take targeted, equitable action.

What this study aims to deliver

- ▶ Evidence-based insights to identify the systemic and cultural causes of burnout within your specific organisational context.
- ▶ A clear understanding of which employee groups carry a disproportionate burden — and what systemic factors are driving it.
- ▶ Practical frameworks to move leaders from reactive wellbeing responses to targeted, sustainable organisational strategies.
- ▶ Data linking burnout directly to productivity, engagement, and organisational performance.

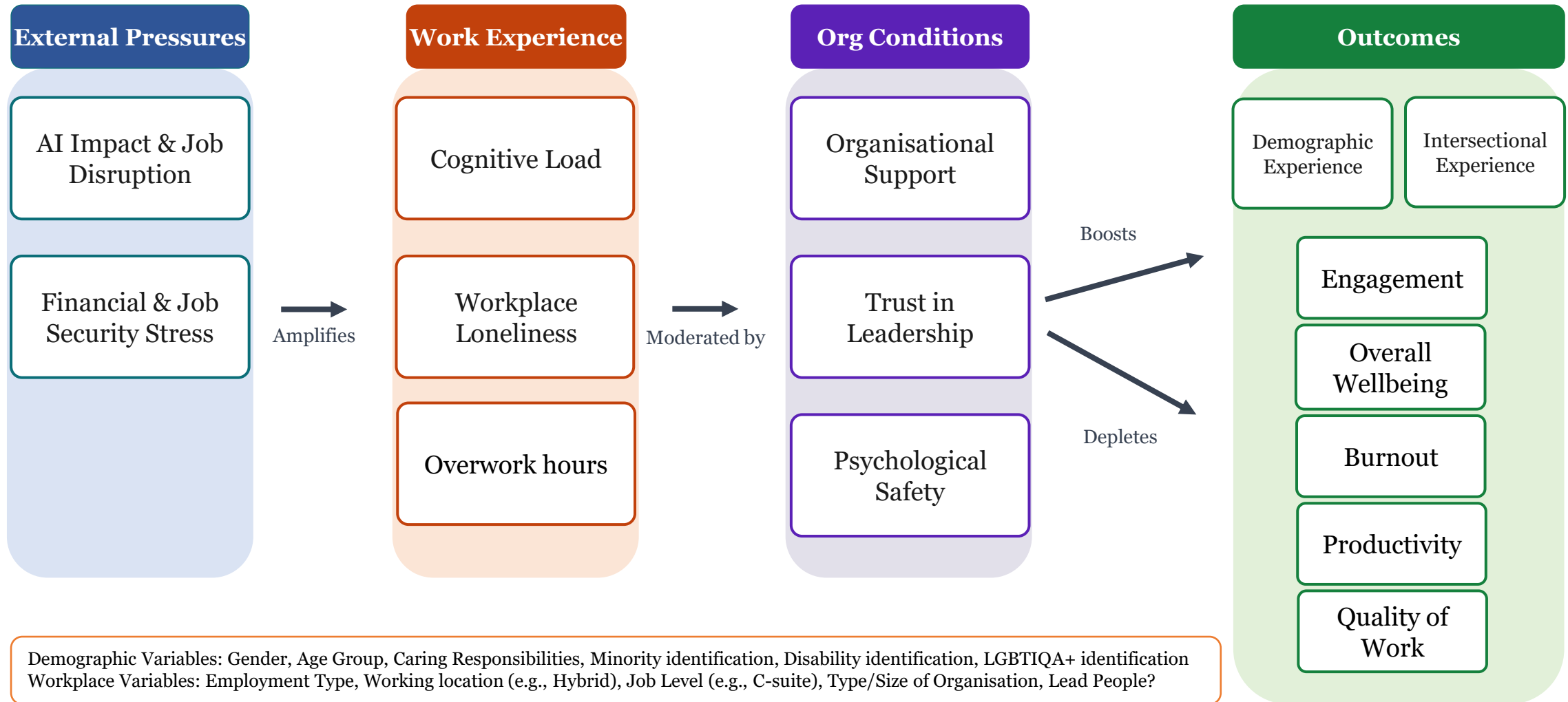
The 2026 findings will equip leaders with the tools to build workplaces where people can sustain high performance — without burning out.

* Research topics and scope may evolve through co-design with partner organisations.

** Final research topics confirmed after initial co-design

2026 State of Burnout - Dimension Interplay Map

Hypotheses to be tested



How to Get Started

Joining the 2026 State of Workplace Burnout Study takes less than you might think — and the returns are significant. Here's how the process works:

Step 1 — Register Your Interest

Contact the Infinite Potential research team to confirm your organisation's eligibility and ask any initial questions. This takes around 10 minutes and commits you to nothing. info@infinite-potential.com.au

Step 2 — Prepare Your Organisation

Get buy-in from your leaders and let your organisation know about the purpose of the study. Create excitement about joining a cutting-edge global research on the latest work trend.

Step 3 — Deploy the Survey

We handle the logistics. Your team receives a customised survey link, ready-to-use communication templates, and step-by-step guidance to maximise participation across your workforce.

Step 4 — Receive Your Insights

Within weeks of survey close, your organisation receives a tailored benchmarked report with a debrief from a member of Infinite Potential.

What partner organisations receive

- ▶ A confidential, benchmarked report tailored to your organisation.
- ▶ Early access to the global 2026 State of Workplace Burnout findings before public release.
- ▶ An invitation to the exclusive partner briefing and insights launch event.
- ▶ Participation in research shaping national and global workplace wellbeing policy and practice.

Ready to take the first step? Contact us at info@infinite-potential.com.au or visit infinite-potential.com.au

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 organisations 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 organisations 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 organisations maximise the potential of their people, create space for innovation, and support leaders with the courage to tackle complex issues.

**Help shape the future
of work.**

Register your interest today!
info@infinite-potential.com.au