



# THE STATE OF WORKPLACE BURNOUT 2025

Research Partnership Overview

# Executive Summary

## Situation

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Workplace burnout is rife and organisations faces a continuing challenge of decreasing wellbeing in the workplace. Poor wellbeing and high burnout take an enormous toll, drastically reducing productivity and engagement, increasing employee turnover and reducing organisational performance. Decades of research have proven the impact of burnout, and yet little seems to change, with individuals, teams and organisations suffering as a result.

## Complication

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Burnout is complex, making it challenging to identify, and take actions that creates impact. As a workplace issue, its roots are multiple and insidious, making it hard to contain. Most organisations have tended to focus on individual factors rather than addressing its root causes, which are often systemic or cultural. All the while, burnout proliferates further.

## Solution

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Infinite Potential's exclusive research provides specific, data-driven insights to drive solutions to address the systemic and cultural root causes of burnout and create sustainable workplaces. Our research provides cutting-edge insights on burnout, wellbeing and current workplace trends. This year, the research will dig deeper into hybrid/remote work, the impact of work time reduction (e.g., 4 day week) on the prevalence of burnout, workplace isolation, and the rise of risk behaviours for those impacted by burnout. By partnering with Infinite Potential in this research, you take a first and impactful step towards burnout prevention, and improved outcomes for your organisation and its people.

# The State of Workplace Burnout Study

Infinite Potential began its research on burnout in 2020 and has produced four global reports on [The State of Burnout](#). The longitudinal nature of the research has generated valuable insights on trends to further our understanding of this complex phenomenon and develop effective strategies for preventative solutions.

This report has been cited in magazines and online articles, discussed on multiple podcasts, and used to inform policy in public, private, and government organisations as well as supported other research into workplace wellbeing issues.

This year, we look to build on existing knowledge and expand our understanding of the interdependencies in the causes and solutions of burnout. Initial thinking regarding this year's topics include\*:

- Continue our longitudinal study on burnout and demographic differences in experience.
- Further exploring the relationship between reduced work hours vs. 40+ hour modalities and workplace metrics.
- Investigate the priority areas and gaps in creating a sustainable workplace (using Infinite Potential's Workplace Sustainability framework).
- Examine what (if any) aspects of work contribute to workplace isolation/loneliness.
- Explore the possible increase of risk behaviours through the workplace burnout lens.

Infinite Potential is looking to partner with organisations to collaborate on this study. Through strong partnerships, the research can better understand and expand its impact in providing ground-breaking insights and practice advice to help leaders and organisations address burnout.

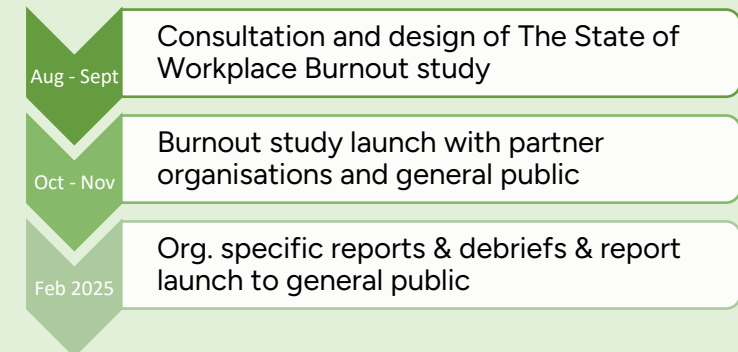
\* Final topics to be determined post consultation and co-design

## Project Overview

Infinite Potential will develop key themes and hypotheses through consultation with partner organisations. The study will enlist global participants through a mixed-method approach. From working with organisations through a broad social media campaign, data will be collected to ensure a broad spectrum and diverse population is represented.

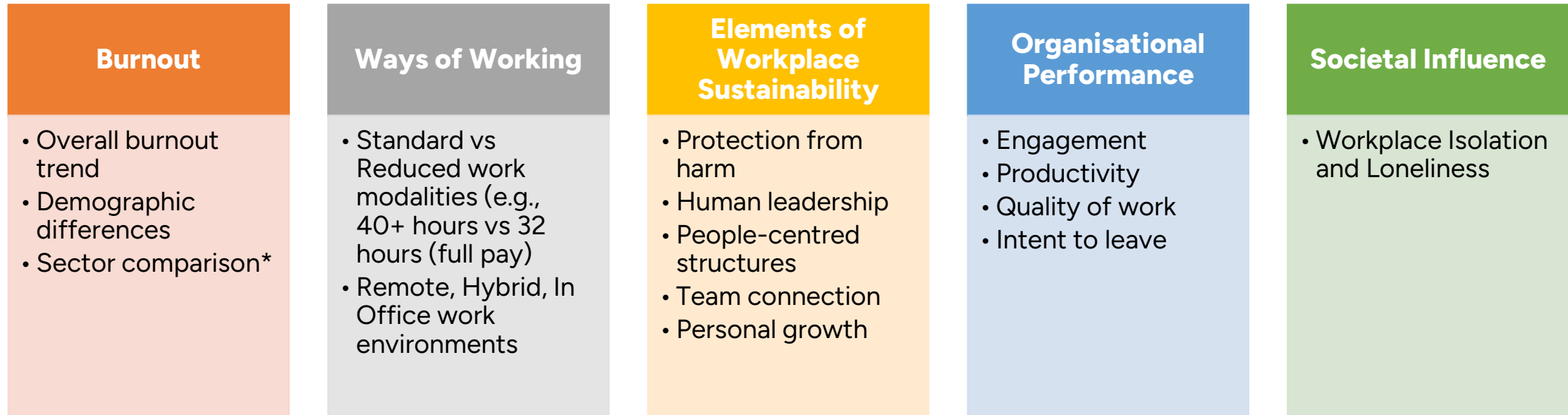
The data will be presented in a global report shared publicly in Feb 2025. Sector specific reports may be created depending on data quantity. We can also create organisation-specific reports on request. Please ask us for more details.

High Level Timeline:



# The State of Workplace Burnout Study

This year's State of Workplace Burnout study will continue to broaden our understanding of the effects of burnout and the elements of creating a sustainable workplace. Some of the dimensions that the study will be investigating includes:



# Partner Benefits

Participating in the State of Workplace Burnout study provides a data-driven view of your organisation through the lens of workplace sustainability and wellbeing that can result in a range of benefits, both in the short and long term. Ultimately, these benefits will contribute to better business performance through a healthier, more engaged, and innovative work environment.

## Immediate Benefits

- Compliance and Risk Management – The introduction of new WHS guidelines on Psychosocial risk and hazards requires organisations to take action.
- Data-driven insights – The organization will gain unique insights into the current state of burnout (globally or within their organization) and identify potential organisational factors to address.
- Employee engagement – Participating in the study demonstrates a commitment to your people's wellbeing, which can potentially improve morale and engagement.

## Long-term Benefits

- Enhanced brand and reputation – Organisations that actively work to create a healthy work environment can benefit from improved talent attraction and retention.
- Competitive Advantage – A positive company culture with a healthy and engaged workforce can lead to better business metrics including higher productivity, reduced turnover, and absenteeism.
- Sustained performance – Creating a healthier and safer work environment leads to higher performance and innovation levels that lead to the long-term success.

# Conducting the study in your organisation

The Infinite Potential team will be there every step of the way to help you successfully launch the study within your organisation. 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 include:

## Senior Leadership & Management Orientation

- The senior leader (and/or HR leader) to meet with the senior team to discuss the purpose, the expected benefits, and the commitment to prioritising this issue. The goal is to gain buy-in and set realistic expectations for time commitment.
- The most senior 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 organisation.
- Provide an outline of the logistics, including expectations for each senior leader to support the study.

## Pre-Survey Communication

- An organisation-wide announcement to prepare the organisation 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.

## Survey Launch

- 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.

## Survey Close & Leadership Debrief

- Send thank you communication to participants in the study and let people know what's coming next.
- Coordinate with partner firm/Infinite Potential for a tailored debrief of the results with the leadership team. The debrief can be done on the overall study results or a tailored report of your organisation
- Leaders to discuss the next steps and prepare to share the insights with managers.

# 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 realise their whole potential. John has worked in global internal roles as well as external consulting roles. His 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 is a leading voice in workplace burnout and sustainability. He also specialises in leadership identification and development programs, succession management, HR technology, and people analytics.

[john.chan@infinite-potential.com.au](mailto:john.chan@infinite-potential.com.au)

[linkedin.com/in/john-chan-7883611](https://www.linkedin.com/in/john-chan-7883611)



**Sally Clarke (BA LLB (Hons))** is a senior associate at Infinite Potential. A former corporate finance lawyer at one of Europe's top firms, she is the author of two books on burnout, including Amazon best-seller 'Protect Your Spark'.

She is a sought-after keynote speaker and panel member, speaking regularly at conferences and events on the causes of burnout and preventative solutions for individuals and organisations. Her mission is to embed wellbeing at work so burnout becomes a redundant term.

Sally is on several advisory boards around the globe, providing guidance on systemic burnout prevention. As a coach, she has supported many leaders through career challenges and in the process of healing from burnout.

She [writes](#) regularly on leadership, wellbeing and spirituality and hosts the popular leadership podcast [We Are Human Leaders](#). A passionate runner, surfer and traveller, she divides her time between Amsterdam and Australia.

[sally@infinite-potential.com.au](mailto:sally@infinite-potential.com.au)

[linkedin.com/in/sallyclarkeevolve](https://www.linkedin.com/in/sallyclarkeevolve)



Infinite Potential is an independent think tank that partners with leaders in business, government, and community services to provide insights and 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.

Our mission is simple: To make work a source of enrichment and engagement for everyone.

Through our robust expertise and collaborative approach, we shed light on the complex dynamics that shape work experiences. We partner with organisations to translate insights into actionable strategies, creating workplaces that are not only productive but also focuses on the wellbeing of its people.

At Infinite Potential, we believe that by building better workplaces, we can build a better society.

## Let's get started!

*To learn more or become a partner, contact us today.*

[info@infinite-potential.com.au](mailto:info@infinite-potential.com.au)