MetLife | Return to Health

Stress and Burnout in the Workplace



Stress and burnout are some of the most common causes of absenteeism and lost productivity within the workplace.

Individuals experiencing stress at work are three times more likely to need new job opportunities within the next year.[1]

79%

of employees report that work is a significant stress.[1]

71%

say they feel tense or stressed out during the workday.[1]

This can adversely impact deadlines, performance guarantees, and business operations, which can all result in lost dollars from the organization.

Stress and burnout can lead to...

- Impaired decision making
- Increased negativity or cynicism regarding work
- Irritability
- Negative interactions with colleagues or customers
- Fatigue and exhaustion
- Increased substance use or abuse
- Decreased productivity

Causes:

- Lack of control or resources for the employee
- Unclear job expectations
- Dysfunctional workplace dynamics
- Extremes of activity — either too monotonous or chaotic for the employee
- Lack of social support
- Poor work-life balance

Common causes of stress and burnout can be related to the work environment. Being aware of these stressors allows the employer to implement changes that can help support the prevention of employee burnout.

Prevention



Encourage and foster open dialogues between employees and management.



Support wellness time, including scheduled breaks and lunches.



Reinforce wellness offerings within the organization or through employees' health insurance.



Provide clear expectations to the employee regarding their role and job duties.

1. https://www.apa.org/pubs/reports/work-well-being/compounding-pressure-2021.html

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