

# Mental Health and Burnout



## How is burnout defined? <sup>1</sup>

Burnout results from chronic workplace stress that has not been successfully addressed.

## What are the three burnout factors? <sup>1</sup>

- Feelings of exhaustion or energy depletion
- Negative or cynical feelings towards work
- Reduced performance at work

## What is the impact on work? <sup>2</sup>

- Decreased productivity
- Job dissatisfaction
- Absenteeism/high turnover
- Risk to health and well-being

## What is the impact on mental health? <sup>2</sup>

Chronic workplace stress increases the risk of developing mental health conditions like depression, anxiety, and others.

## What does NAMI's data say? <sup>3</sup>

**52%**

of employees experienced burnout in 2024

**37%**

saw mental health worsen due to work demands

**25%**

considered quitting because of work's impact on mental health

1. WHO. (2019) <https://www.who.int/news/item/28-05-2019-burn-out-an-occupational-phenomenon-international-classification-of-diseases>

2. APA. (2023). <https://www.apa.org/topics/healthy-workplaces/workplace-burnout>

3. NAMI. (2025). <https://www.nami.org/support-education/publications-reports/survey-reports/the-2025-nami-workplace-mental-health-poll/>



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# Managing Stress to Reduce Burnout Risk

**Difficult work circumstances can increase the risk of burnout, but here are steps we can take to help reduce the risk.<sup>1</sup>**

Task	Definition	Example
Accept Your Needs	Recognize what situations create mental and/or physical distress.	<ul style="list-style-type: none"> <li>Notice what is stressful at work and ask for guidance on how to navigate</li> </ul>
Manage Your Time	Prioritize your time to avoid getting overwhelmed.	<ul style="list-style-type: none"> <li>Schedule focus time to work on your to-do list</li> </ul>
Practice Relaxation	Use your breaks to recharge and refocus.	<ul style="list-style-type: none"> <li>Practice deep breathing, meditation, and/or progressive muscle relaxation</li> </ul>
Make Time for Coworkers	Getting to know your coworkers on a personal level will help you feel more connected.	<ul style="list-style-type: none"> <li>Set aside time to catch up at the beginning of meetings</li> <li>Set up virtual coffee breaks if remote</li> </ul>
Take Care of Your Body	Try to eat balanced meals, find movement, and get enough sleep.	<ul style="list-style-type: none"> <li>Find time to move your body or stretch during the work day</li> <li>Keep a water bottle with you</li> </ul>
Talk to Someone	Talk to a friend, family member, counselor, or helpline to feel more grounded in community.	<ul style="list-style-type: none"> <li>Use a break to text or email someone close to you</li> </ul>

1. NAMI. [Managing Stress](#).



# Tips for Preventing Burnout at Work

**Burnout can be prevented or reduced by focusing on one or more of these six areas:** <sup>1</sup>

- **Manage Workload**
  - Invite dialogue to make sure workloads are reasonable.
  - Tasks should be suited for the position.
  - Listen to your team and set realistic expectations.
- **Give Autonomy and Control**
  - Support team members in identifying areas where they can make decisions about their work tasks, even small ones matter.
  - Regularly discuss goals and expectations so people feel a sense of control.
- **Recognize achievements**
  - Reward and acknowledge success, no matter how small.
  - Build time into regular meetings to celebrate wins.
- **Build Community and Sense of Belonging**
  - Promote collaboration and teamwork by actively encouraging communication (brainstorms, working team docs, etc.)
  - Set aside time for coworkers to connect on a personal level, especially in remote environments.
- **Promote Fairness**
  - Delegate projects based on workloads.
  - Ensure team members have equal opportunity for advancement.
  - Seek training on how to avoid unconscious bias.
- **Emphasize Purpose and Value of Work**
  - Remind team members about the value of their work to the organization.
  - Help people understand how their contributions align with the work of the organization.



**Preventing and reducing burnout at work protects employee mental health and well-being and allows us to perform well, thrive at work and lead healthier lives.**

1. Leiter, Michael & Maslach, Christina. (2021). How to Measure Burnout Accurately and Ethically. Harvard Business Review.

