

Gympass

Find balance and overcome burnout

WHAT IS BURNOUT?

According to the [World Health Organization \(WHO\)](#), burnout is a syndrome associated with chronic workplace stress. In other words, burnout happens when someone reaches their mental, emotional, and physical limits. People might not understand the real meaning behind the term, but many of us are starting to feel the effects as a result of the recent changes and uncertainty in our work and personal lives.



HOW FREQUENT IS BURNOUT?

- **96%** of employees claim to have experienced burnout while working
- **48%** sometimes
- **21%** very often
- **20%** rarely
- **7%** always
- **4%** never

WHO FEELS "BURNED OUT" AT WORK?

According to gender and generation

- **34%** Women
- **27%** Men
- **86%** Millennials
- **76%** older, more experienced people

HOW DOES BURNOUT AFFECT THE COMPANY?

Employees who claim to very often or always experience burnout at work are:

- **63%** more likely to take a sick day
- **23%** more likely to visit the emergency room
- **2.6x** as likely to be actively seeking a different job

More than isolated sick days or feelings of non-belonging, people who experience burnout will face short and long term effects that could influence several aspects of their lives, both personal and professional.

At first, people may experience

- Impacts on productivity levels
- Low performance
- Absenteeism at work
- Minimal commitment to work
- Lower job satisfaction

But then the effects evolve to

- Heart disease
- Obesity
- Depression
- Anxiety
- Insomnia



THE MOST FREQUENT BURNOUT SYMPTOMS

1.

Physical and emotional exhaustion

Carrying out daily tasks or responsibilities feels mundane, without motivation to perform to their full potential.

2.

Cynicism and apathy

Everything and everyone around starts irritating, and individuals get angry for no apparent reason.

3.

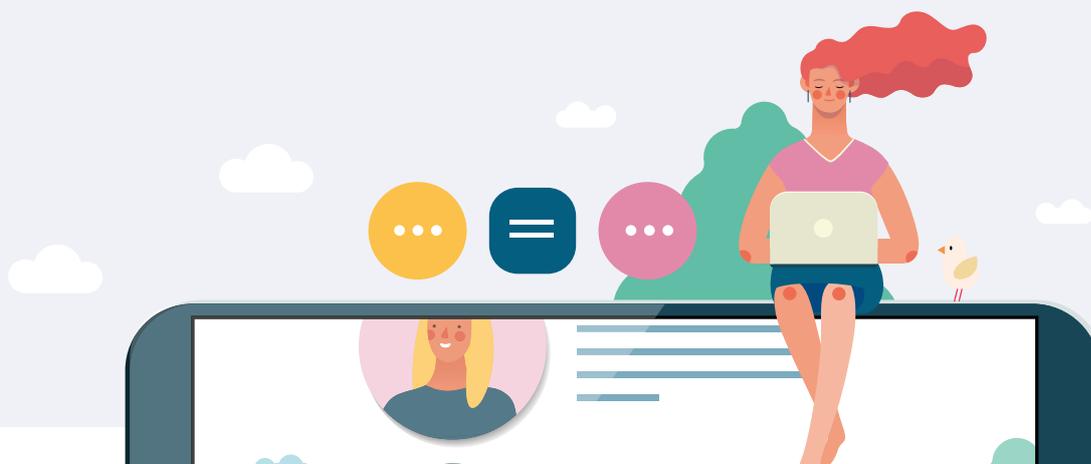
Feeling of inefficacy

Expectations seem to be too high, and the perception of unrealistic goals destroys self-esteem when someone falls short.

4.

Lack of pauses and breaks

Absence of clear boundaries may lead individuals to feel that there are too many tasks and responsibilities to be performed in little time.



MANAGING BURNOUT RECOVERY



Encourage a work-life balance

Motivate your employees to take more breaks, focus on their personal lives off duty, and to be conscious about overwork is crucial. Send them invites throughout the day encouraging quick breaks, lunchtime and group activities.



Recommend professional help

Solutions like in-person or online therapy and meditation sessions are available and very effective: Gympass Wellness has a whole range of therapy and meditation options for all kinds of preferences. Prepare a list of recommendations and be open about the topic.



Promote physical exercise

Exercising benefits and programs, such as Gympass, offer a range of classes for all levels and preferences. Reiterate the importance of being active and eating well, and reinforce wellbeing culture within your business.



Become a Gympass partner.
Contact us by clicking [HERE](#).

Sources:

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