



Recognizing and Addressing Employee Burnout

**PRACTICAL STRATEGIES
TO SUPPORT EMPLOYEE
WELL-BEING AND
SUSTAIN PRODUCTIVITY**

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Burnout Is a Growing Workplace Challenge

Employee burnout leads to reduced productivity, low morale, and increased turnover. Recognizing burnout early and taking action helps you foster a healthier work environment and retain your best talent.

Here are key tips to identify burnout and address it effectively.

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Tip #1

Look for Consistent Signs of Exhaustion

Employees showing chronic fatigue, lack of energy, or frequent complaints of tiredness may be experiencing burnout.

➔ ***Regular check-ins and just being aware can help you catch these signs early.***

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Tip #2

Notice Declining Performance

A sudden drop in productivity, missed deadlines, or decreased quality of work could signal burnout.

➔ ***Offer support and reallocate workloads if necessary.***

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Tip #3

Identify Signs of Disengagement

Employees who withdraw, are late to and/or participate less in meetings, or seem uninterested may be overwhelmed.

- ➔ ***Reconnect with them and show genuine concern for their well-being.***

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Tip #4

Address Emotional Changes

Irritability, mood swings, expressions of frustration, or just displaying uncharacteristic behavior can be indicators of burnout.

- ➔ ***Encourage open communication and provide mental health resources.***

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Tip #5

Promote Work-Life Balance

Unreasonable hours and lack of time off contribute to burnout.

- ➔ ***Encourage breaks, flexible schedules, and setting boundaries to restore balance.***

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Tip #6

Monitor Absenteeism and Presenteeism

Frequent absences or showing up but underperforming can both signal burnout.

➔ ***Foster a culture where employees feel safe taking needed time off.***

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Tip #7

Provide Resources for Mental Health Support

Access to counseling services, wellness programs, or mental health apps can help employees manage stress.

- ➔ ***Normalize conversations around mental health and well-being.***