Insights On Career Burnout for corporations and organizations

RACHEL MONTAÑEZ

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Exhaustion: Feeling emotionally and physically depleted.

Cynicism: Being negative and withdrawn from things or people that used to bring you joy.

Inefficacy: Not feeling accomplished, competent or productive.

Before an individual experiences burnout, they may have anxiety or mood or stress-related disorders, and according to the new World Health Organization (WHO) definition, those are often precursors to burnout.

Burnout is a syndrome defined as a “prolonged response to chronic interpersonal stressors on the job” characterized by exhaustion, cynicism and detachment, and lack of accomplishment from work according to burnout theorists Maslach and Leiter.

Word Associations
The PLOS defines burnout as feeling the following ways at work: under-challenged, worn-out, overloaded, lack of development, neglected, and frenetic.
Employers lose $300 billion annually due to employee stress.

According to a recent Gallup report, 76% of employees sometimes experience burnout and 28% say they are burned out "very often" or "always."

The American Psychological Association and the National Opinion Research Center at the University of Chicago found that 53% are overtired and overwhelmed after work.

The Stress in America report by the American Psychological Association found that work is one of the most common causes of stress, representing 61% of the common stress factors.

The American Psychological Association estimates that 550 million workdays are lost each year due to stress on the job.
WORST CITIES
Three US cities fall in the top 20 global cities with the highest burnout being due to things like long work hours and a lack of vacation days. Read more here.

WORK AND LIFE
Among U.S. employees, Gartner found that work-life balance is valued more than health benefits. Questions and insights here.

BIG HR COST
15% say burnout causes 50% or more of their annual turnover. Insights on the thoughts that must be erased to beat career burnout here.

TOP DOWN
Nearly 60% of employees have felt obligated to stay up all night, and 1 in 4 have been directed to do so by their boss. After working the night away, employees felt less focused (83%), alert (81%) and productive (75%) at their job the next day. Read more here.

GIVING UP
Over 30% would be willing to give up some of their income for greater work-life balance, with Millennials being willing to give up the most money. Read more here.

10%
The National Sleep Foundation’s 2018 Sleep in America Poll shows that only 10% of American adults prioritize their sleep over other aspects such as fitness, nutrition, work, social life and personal interests. Get practical strategies here.
PERSONALITIES
What do personalities have to do with burnout? Find out here.

SABOTAGING RETENTION
The American Psychological Association and the National Opinion Research Center at the University of Chicago found that 53% are overtired and overwhelmed after work. Read how you can help here.

CORPORATE CULTURE
Poor management and negative work culture contribute to 56% of workplace burnout. See who has the best 2019 corporate culture here.

PARENTAL BURNOUT
According to the Department of Labor, 52 million of the workforce aged 25-to-54 are working parents. Gain insights on how moms can handle burnout here.

THRIVING IN YEAR 1
The Stress in America report by the American Psychological Association found that work is one of the most common causes of stress, representing 61% of the common stress factors. Insights on thriving in the first year of work here.

BLACK MILLENNIALS
Pew Research notes 40% of Millennials are non-white. 31% of black Millennials say they spend a great deal of energy to be very authentic at work and 25% are expected to be an entire representation of their race or ethnicity on their work teams. How can your organization help? Insights here.
WORKING 40 BUT

Burning out after 20 hours. That’s what happens when we don’t use our strengths according to Gallup’s research. Gain insights and strategies on how to handle three common causes of career burnout here.

CAREER GROWTH

Employees face burnout for the following reasons: Not making progress in one’s career (43.5% of respondents) and feeling like a boss doesn’t appreciate what they do (42.8% of respondents). Career growth questions for your team here.

CRISIS

In a recent poll by The Washington Post and ABC News, only 30% say the coronavirus outbreak is not a source of stress. How can employees thrive in the COVID-19 pandemic? Insights here.
Described as an "illuminating" presenter and an "insightful" thought leader, Rachel is committed to helping organizations create workplaces where employees feel aligned and fulfilled. From researching and creating content on burnout to working with some of the world’s most innovative companies as a coach and speaker, Rachel works with corporations and research firms to ensure they’re making the workplace a place of holistic career growth through content strategy, consulting, coaching, and speaking.