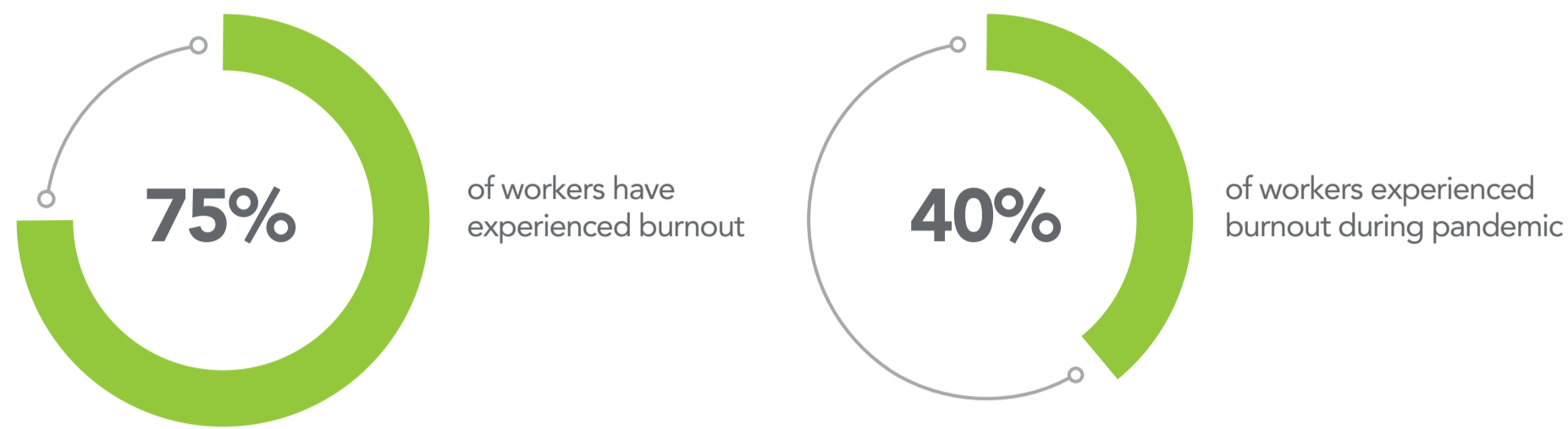




# Detect Burnout Before It Becomes Turnover

The Great Resignation caused upheaval in the workplace. Employee burnout and turnover cannot go unchecked.

## A few stats about employee burnout<sup>1</sup>



### BURNED-OUT EMPLOYEES ARE<sup>2</sup>:

**63%**  
more likely to take a sick day

**2.6x**  
as likely to be seeking a different job

### WORKERS SAY THE BEST WAYS TO SUPPORT THEM ARE<sup>1</sup>:

**56%** Having flexibility in their workday

**43%** Encouraging time off

**43%** Offering mental health days

**28%** Increased PTO & better health insurance

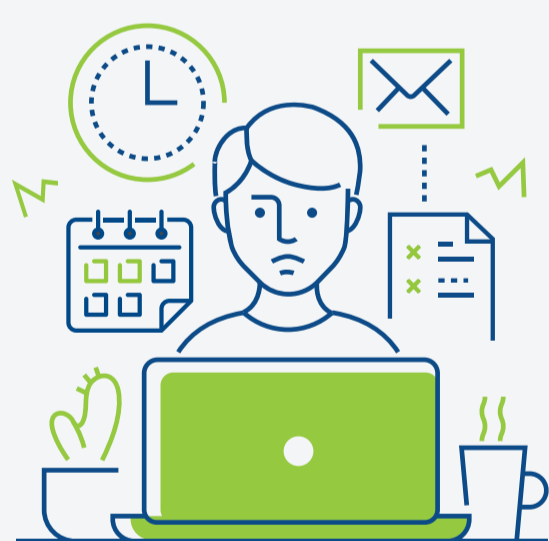
## Think burnout isn't a problem in your organization?

Neither did many of the respondents of TCP's State of the U.S. Workforce survey. We discovered a massive disparity in employee-rated engagement vs. manager-rated employee engagement.



## Common employee burnout signs<sup>3</sup>

- Emotional and mental exhaustion
- Disengagement and isolation
- Higher sensitivity to feedback
- Emergence of physical symptoms
- Decreased productivity



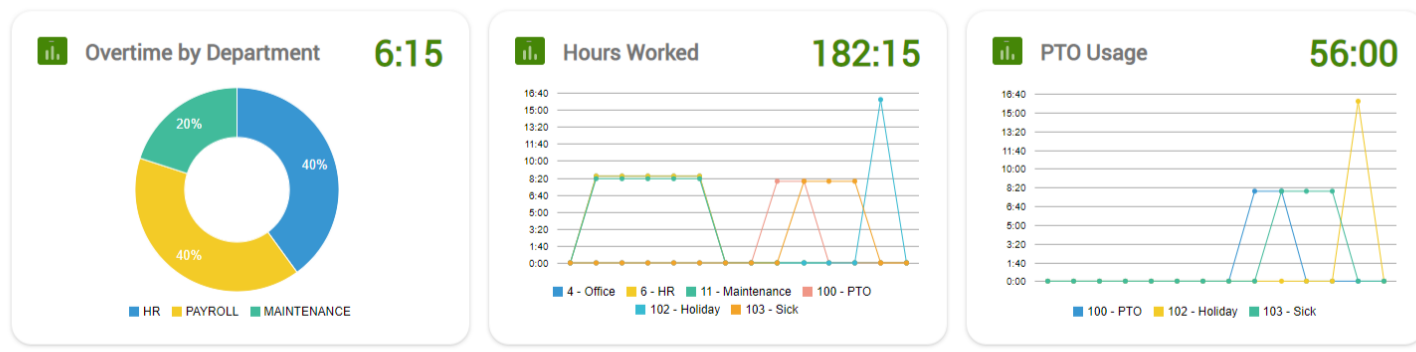
## What causes job burnout?<sup>4</sup>

It can be lots of things, but the Mayo Clinic identified a few common factors:

- Lack of control over schedules and workload
- Work-life imbalance
- Unclear job expectations

## A data-driven approach to monitor employee burnout

Most business leaders want numbers when addressing issues in the workplace. That data is readily available in the reporting and analytics data from your HR technology.



- OVERTIME** Departments/employees that have consistently high overtime levels
- HOURS WORKED** Areas of the business that have spikes in working hours
- PTO USAGE** Employees who accrued the most time off or gone the longest without taking PTO

Report: Strategic Remedies for the Great Resignation

Part of TCP Software's State of the U.S. Workforce Series



Learn more about employee engagement and burnout.

[DOWNLOAD TCP SOFTWARE'S REPORT](#)

Sources:  
 1. FlexJobs, Mental Health America Survey: Mental Health in the Workplace  
 2. Employee Burnout, Part 1: The 5 Main Causes  
 3. Employee Burnout Signs: What to Watch For and How to Prevent It  
 4. Job burnout: How to spot it and take action