



BURNOUT: AN EQUITY PERSPECTIVE



BURNOUT (noun): A workplace mental health phenomenon resulting from chronic, unmanaged workplace stress that is characterized by feelings of exhaustion, disengagement and negativity related to one’s job, and reduced professional performance.¹

A new poll commissioned by the American Heart Association through The Harris Poll found that burnout is a serious and ongoing workforce mental health challenge and it poses a threat to achieving health equity.

82% of employees say they at least sometimes feel burned out in their professional roles, with 25% saying they feel this way often or always.

Key Burnout Inequities:

Women, LGBTQIA+, and frontline workers (such as healthcare or other essential employees) are less likely to report that their workplace as good or excellent



78% males
71% females



76% non-LGBTQIA+
65% LGBTQIA+



77% non-frontline workers
73% frontline workers



THE GOOD NEWS

The American Heart Association is here to help, with science-backed policies and best practices to support equitable well-being and reduce burnout in your workforce.

Among organizations that implemented all nine of AHA's recommended burnout prevention policies, **91% of employees reported positive workplace well-being**, compared to only 51% of employees at organizations with no policies in place.

Additional Factors

INCOME

those who lived in a household making \$100K or more reported the highest positive workplace well-being.



Lower income workers and women were less likely to have an employer who has enacted a policy to promote employees' overall well-being in the last 12 months.

In addition to workplace factors, lower-income employees are also more likely to experience personal stressors that can contribute to burnout, such as financial stress, mental health concerns and physical health concerns.



DEMOGRAPHICS

Other groups that were more likely to report feeling burned out often or always included: Working parents, younger employees, lower income (<\$50K) workers and LGBTQIA+ workers.



38% of employees feel there is no one at their company who can relate to their personal life experiences, especially Black and Hispanic workers, parents, LGBTQIA+ workers, frontline workers and lower income workers.



Visit heart.org/workforce to learn more and complete the **Workforce Well-being Scorecard** to see how your organization measures up.

¹World Health Organization

*The research was conducted online in the United States by The Harris Poll on behalf of the American Heart Association among 5,055 US adults aged 18+ who are employed full time or part time. The survey was conducted between April 13 and May 10, 2023.