

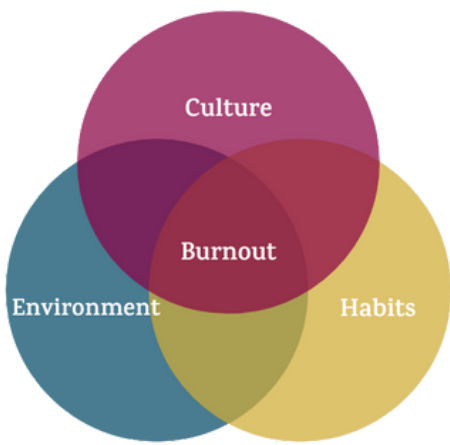
2022 RESEARCH STUDY Preventing Burnout

How has the pandemic impacted burnout? What are the main drivers?
And how can businesses find practical solutions?

34% were at high risk of burning out.
27% were at medium risk. 52% were
'very worried' about burning out.



Yet almost none had raised this with their boss. They didn't want to be judged as 'not coping' and kept pushing on through.



THE THREE PILLARS

The research found that burnout is driven by three core pillars:

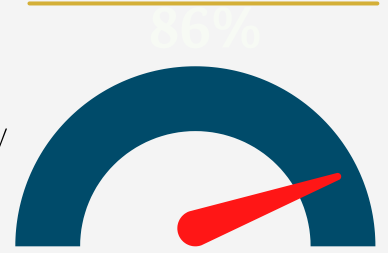
- Culture
- Environment
- Our habits

We urgently need to address both the symptoms and the root causes of burnout.

Culture Drivers



86% said they found 'pings' and notifications distracting, with 47% feeling under pressure to respond quickly. They didn't have permission to turn notifications off. For 15% this was causing burnout-levels of overwhelm.



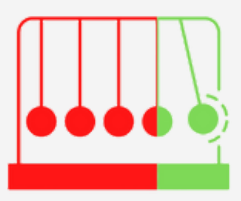
28% feeling judged / compared to others



47% far too many meetings

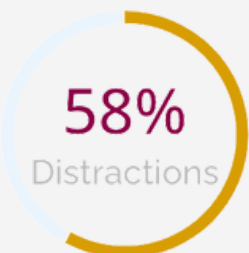


59% checking emails outside hours

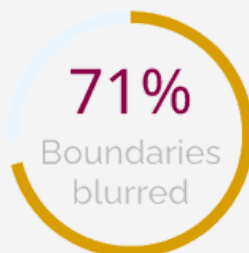


71% expectation to bounce back

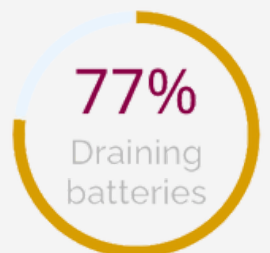
Environment Drivers



58%
Distractions

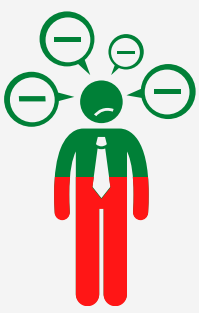


71%
Boundaries blurred



77%
Draining batteries

Habit Drivers



54% getting stuck in negative self-talk



64% procrastinating as a stress response



62% struggle with Imposter Syndrome daily / regularly

Risk Predictors

TOXIC RESILIENCE



Bouncing Back & Pushing On Through

71% felt there was an expectation to pretend they were ok and to bounce back; that asking for help would be a career-limiting move. This is a core risk predictor for burnout.

IMPOSTER SYNDROME



62% daily or regularly

Burnout increases Imposter Syndrome and Imposter Syndrome makes burnout worse. Rates have increased from 52% to 62% since the 2019 study.

For the full research report and practical solutions your organisation could start implementing today, visit: [ClareJosa.com/burnout-research/](https://clarejosa.com/burnout-research/)