



Both men and women reported **higher rates in 2021** of feeling often or almost always burned out

Source: McKinsey, 2021



What INDIVIDUALS can do...

Recognize signs of burnout. Understand the difference between stress and burnout and assess imbalances that may be leading to burnout.

Create boundaries, utilize benefits and resources. Take full advantage of vacation and paid time off to disconnect and disengage from work. Limit digital overload and use company resources aimed at reducing burnout.

Openly communicate with your supervisor. Clarify expectations to ensure a manageable workload and address any challenges you may be facing.

Practice self-care, cultivate social connections. Attend to physical well-being, engage in mindfulness and other skill-building, and seek social connections both at work and away from work.

What MANAGERS can do...

Ask your team. Make time for 1:1 meetings and explicitly ask about overwork