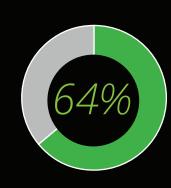
# Burnout Survey

Deloitte conducted an external marketplace survey of 1,000 full-time, U.S. employed corporate professionals to understand the causes and impact of employee burnout, as well as the programs employees value most, and how organizations can do a better job of providing them.



870/0
of professionals say they have passion for their current job

YET...



of professionals say they frequently feel stressed or frustrated at their current job

18% everyday

32% 15% few times once a week



770/O
of professionals have experienced burnout at their current job

51% more than once

84% among those not passionate about their job

#### The biggest drivers of employee burnout



lack of support or recognition from leadership



unrealistic deadlines or results expectations



consistently working long hours or on weekends

#### **Burnout impacts professional and personal life**



of professionals say having an unmanageable amount of stress or frustration can negatively impact the quality of their work



of professionals say burnout from work can negatively impact their personal relationships



66%

of professionals say they frequently skip at least one meal a day because they are too busy or stressed about work

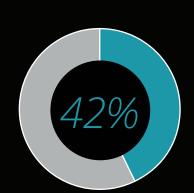








1 in 4 never or rarely take all of their vacation days



worry issues would arise if away from work

## How employees deal with their burnout:



talk to friends or family

50%

sleep or take personal time off



exercise

30%

meditate/pray

## Companies are not offering what employees value most



of professionals feel their employer does not do enough to minimize burnout



of professionals say their company does not offer any programs or initiatives to prevent or alleviate burnout

What employees say help prevent or alleviate burnout....



flexible work options



health and wellness programs



paid time off for mental health or recuperation days

## ....vs. what companies are offering



paid family leave 30%

flexible work options

28%

employee assistance programs

## Millennials are the most burned out generation





Certain services may not be available to attest clients under the rules and regulations of public accounting.

84%

of millennials say they have experienced burnout at their current job vs. 77% of all professionals

Nearly half

of millennials say they have left a job specifically because they felt burnt out vs. 42% of all respondents

This publication contains general information only and Deloitte is not, by means of this publication, rendering accounting, business, financial, investment, legal, tax, or other professional advice or services. This publication is not a substitute for such professional advice or services, nor should it be used as a basis for any decision or action that may affect your business. Before making any decision or taking any action that may affect your business, you should consult a qualified professional advisor. Deloitte shall not be responsible for any loss sustained by any person who relies on this publication.

As used in this document, "Deloitte" means Deloitte LLP and its subsidiaries. Please see www.deloitte.com/us/about for a detailed description of the legal structure of Deloitte LLP and its subsidiaries.