Employee burnout has reached a new high—with no signs of abating

How Glint People Science says:

Among the employees surveyed, 7 million data points were used to create an unprecedented dataset. This report covers the samples from March 2020 to July 2020. The most recent data reflects the severity of burnout across diverse industries and across geographies, across functions, and across roles.

What Glint People Science says:

Burnout has been rising since March 2020, peaking in May 2020, and has remained high since. This signal reached a new high in Aug 2020 with no signs of abating. The highest levels of burnout are among managers, independents, and junior contributors. These groups have displayed the most burnout during the pandemic which has introduced unprecedented levels of stress and anxiety.

Around the corner:

People worldwide have been coping with the COVID-19 pandemic. With schools and offices set to open in the fall, employers must address the ongoing impact of COVID-19 on burnout.

People leaders, pay close attention to your managers

As the post-budget phase begins, people leaders must consider the needs of their managers. When managers are in a state of burnout, their effectiveness and the well-being of the teams they lead is affected. Make space for our whole selves. Employees to employers: Make space for our whole selves

Employees who say their employer is helping them feel connected are four times more likely to report feeling well supported. Yet employees' perception of their connection continues to lag. In July, nearly 3 out of 4 employees between the ages of 24 and 38 expressed high interest in more flexible work schedules. In August, approximately 3 out of 4 employees expressed high interest in more support for work-life balance.

What Glint People Science says:

Globally, employees are both mentally and emotionally wrecked. This is not surprising as people are contending with ongoing delays in their own lives, the lives of school-age children, and the lives of families around the world. The stress, anxiety, and loss of meaning associated with burnout are pervasive and ongoing. The COVID-19 pandemic has further exposed the present and future challenges of burnout. Employees are human, and it's no longer feasible to compartmentalize work and personal life.

In this report's latest edition, we highlight key themes of how employees have been feeling over the past six months, as reflected through Glint’s employee surveys. We build on those themes and other lessons learned to highlight what employers can do to support their teams.

According to our data, we are in unprecedented employee-burnout territory. Employees, managers, and organizations have struggled during the months of March through August. As we approach the end of the year and reflect on the past nine months, the need to support each employee as they work through their individual challenges is critical.

What people leaders can do

Employees to employers: Make space for our whole selves

Employees need a lifeline, too. They expect their employers to not only embrace but also support them in all of their humanity. Employees need to know who they are valued for and that people leaders care about their needs. The experiences of the past nine months have underscored the need for organizations to shift their focus from addressing immediate issues to understanding employees’ ongoing needs and making the shifts necessary to support them.

Make space for our whole selves

As we approach the end of the year and reflect on the past nine months, the need to support each employee is critical. Employees need a lifeline, too. They expect their employers to not only embrace but also support them in all of their humanity. Employees need to know who they are valued for and that people leaders care about their needs.