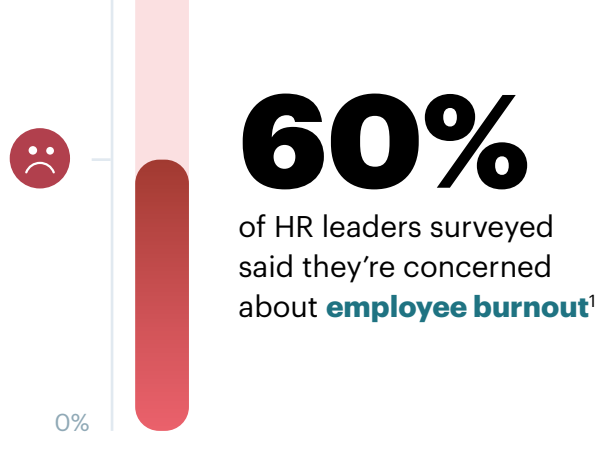




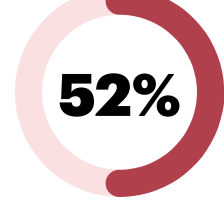
Break the Cycle of Employee Burnout

The hidden cost of burnout: Is it hurting your bottom line?



40% of employees experience **stress, mental health, and performance issues**²

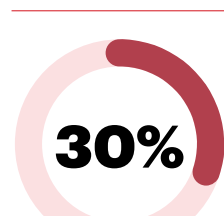
Poor Mental Health Can Lead to Burnout



surveyed say employee mental health is a challenge³

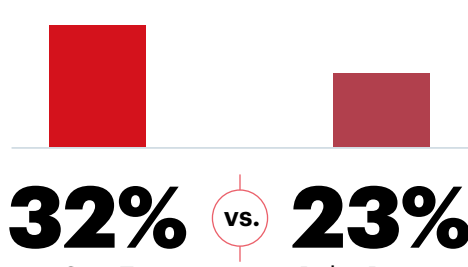


say work impacts their mental health⁴



of employees are burned out⁵

Burnout by Generation



Nip Burnout in the Bud



Provide an [employee assistance program \(EAP\)](#) to connect people with support



Consider [flexible work arrangements](#) to ease stress



Offer [perks](#) that can reduce pressure and improve wellness



Accommodate [generational differences](#)

Burnout Drives Turnover

50%

of burned out employees are **looking for a new job**⁵



Turnover Is Expensive



\$9,379

per employee³

Boost Retention With Lifestyle Benefits



80%

of employees would be **more loyal** to their company if they had a flexible schedule⁶



66%

of employees **feel better** about their employer after using a wellness benefit⁴

Burnout Is Bad for Business

vs.

Wellbeing Boosts Engagement

Employee Burnout Often Lowers:



- Engagement
- Productivity
- Retention
- Revenue



21%

A highly engaged team **increases profits** by 21%⁶



Paychex Recommends

Explore Employee Engagement Software and Solutions

[READ MORE](#)

Watch for Signs of Burnout

Team members who are burned out may:

Complain about stress and workload

Make frequent mistakes



Seem distracted or disengaged

Appear to be job hunting

Reduce the Risk of Burnout



Schedule frequent [check-ins with supervisors](#)



Provide [growth opportunities](#) and career pathing



Offer [development and training opportunities](#)

Don't Let Burnout Impact Your Bottom Line

Take steps to **boost engagement, reduce turnover, and build a thriving workplace.**

[GET STARTED](#)

¹Employee Burnout in the Workplace, Paychex
²2023 Make Employee Wellness a Priority Guide, Paychex
³2025 Business Leader Priorities, Paychex

⁴Two Paychex surveys: one of 996 employees and one of 383 supervisors
⁵2024 State of Global Workplace Culture, SHRM
⁶2024 Retention Insights Report, Work Institute