

# Employee Burnout During the 2020 Pandemic



## Sponsored by:

Alyssa Birnbaum, Behavioral Science  
Doctoral Student, in partnership with  
Prodoscore Research Council



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# An Overview Employee Burnout

*Under normal circumstances, burnout is rampant and destructive to employees. But, with Covid-19, upending work as usual, there are monumental new challenges and stressors for employees that can trigger burnout.*

## General Effects of Burnout on Employees

According to a Gallup study, employees who are burned out are:

- 63% more likely to take a sick day
- 2.6x as likely to be looking for another job
- 13% less confident in their performance

Employees experiencing burnout tend to withdraw, become dissatisfied with growth opportunities, spend less time with other people, and have rockier relationships. It also impacts mental health, damaging self-esteem, and increasing depressive symptoms, risk for obesity, fatigue, and much more.

## Impact to Businesses



**\$117-\$190B in work-related stress costs**



**>120,000 deaths annually**

# New Challenges with Covid-19

## What are employees facing during the pandemic?

- Less control over schedules
- Distracted by family members and/or household tasks
- Fearful of unemployment
- Lacking necessary equipment to conduct work as usual
- Challenge separating work life from personal life
- Social isolation

## Impact to Businesses

- High turnover
- Absenteeism
- Disengagement
- Poor performance
- Mentally and physically drained employees

# Incorporating Prodoscore

*Preventing burnout is challenging, but there are steps that managers and organizations can take to catch it early or offer support to mitigate its effects.*

## **Measure productivity unobtrusively with Prodoscore in order to:**

- Illuminate whether employees are pushing their limits through extensive bursts of higher-than-average productivity
- Identify employees experiencing a dip in effectiveness
- Give managers an opportunity to offload work, extend deadlines, or have an honest conversation

## **Expected Outcomes**

- Offer employees support
- Allow for more flexibility in the day
- Provide appropriate office supplies
- Encourage healthy work-life balance
- Consider ways for co-workers to interact