



American Heart Association®
Well-being Works Better™

BURNOUT: AN EQUITY PERSPECTIVE



BURNOUT (noun): A workplace mental health phenomenon resulting from chronic, unmanaged workplace stress that is characterized by feelings of exhaustion, disengagement and negativity related to one's job, and reduced professional performance.¹

A new poll commissioned by the American Heart Association through The Harris Poll found that burnout is a serious and ongoing workforce mental health challenge and it poses a threat to achieving health equity.

82% of employees say they at least sometimes feel burned out in their professional roles, with **25% saying they feel this way often or always.**

Key Inequities in Burnout:

Women, LGBTQIA+, and frontline workers (such as healthcare or other essential employees) are less likely to report their workplace well-being as good or excellent.



78% males
71% females



76% non-LGBTQIA+
65% LGBTQIA+



77% non-essential workers
73% essential workers

Visit heart.org/workforce to read the full report and complete the **Workforce Well-being Scorecard** to see how your organization measures up.



THE GOOD NEWS

The American Heart Association is here to help, with science-backed policies and best practices to support equitable well-being and reduce burnout in your workforce.

Among organizations that implemented all nine of AHA's recommended burnout prevention policies, **91% of employees reported positive workplace well-being**, compared to only 51% of employees at organizations with no policies in place.

Additional Factors:

INCOME

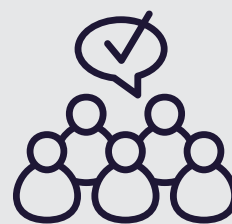
those who lived in a household making \$100K or more reported the highest positive workplace well-being.



Lower income workers and women were less likely to have an employer who has enacted a policy to promote employees' overall well-being in the last 12 months.

GROUPS

Other groups that were more likely to report feeling burned out often or always included: Working parents, younger employees, lower income (<\$50K) workers and LGBTQIA+ workers.



38% of employees feel there is no one at their company who can relate to their personal life experiences, especially Black and Hispanic workers, parents, LGBTQIA+ workers, frontline workers and lower income workers.

In addition to workplace factors, these groups are also more likely to experience personal stressors that can contribute to burnout, such as financial stress, mental health concerns and physical health concerns.



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¹World Health Organization

*The research was conducted online in the United States by The Harris Poll on behalf of the American Heart Association among 5,055 US adults aged 18+ who are employed full time or part time. The survey was conducted between April 13 and May 10, 2023.