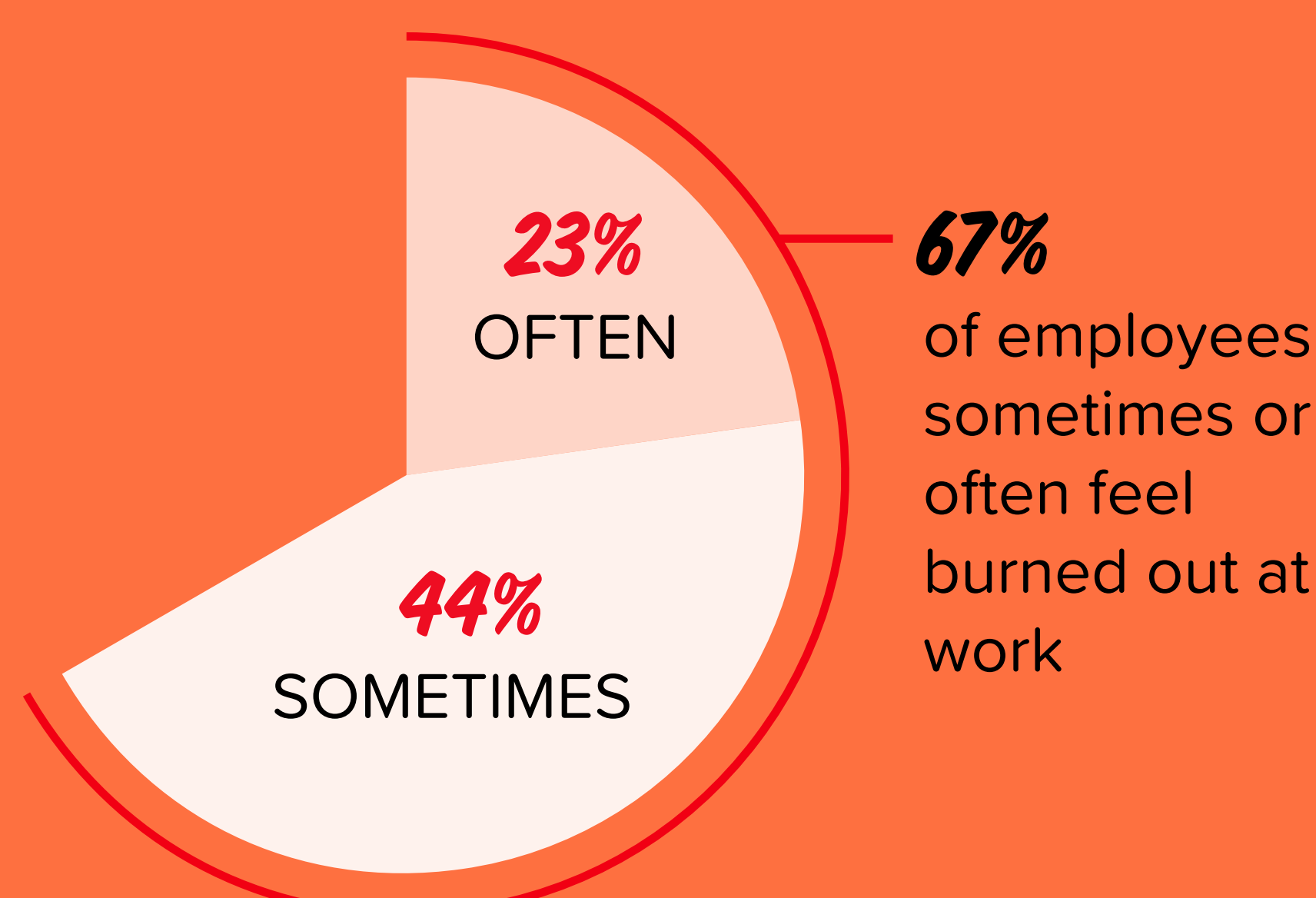


3 CAUSES ^{OF} EMPLOYEE BURNOUT

AND 3 WAYS TO PREVENT IT

**NEW GALLUP STUDY
SHOWS TOP CAUSES
OF EMPLOYEE BURNOUT**



CAUSES



UNFAIR TREATMENT

Employees who report that they're often treated unfairly at work are **2.3 times more likely** to experience burnout.



UNMANAGEABLE WORKLOAD

"In sports psychology, coaches use the term 'mental quicksand' to describe how moments of poor performance can cause athletes to feel overwhelmed. This leads to further poor performance and damage to their confidence that continues to drag them down."

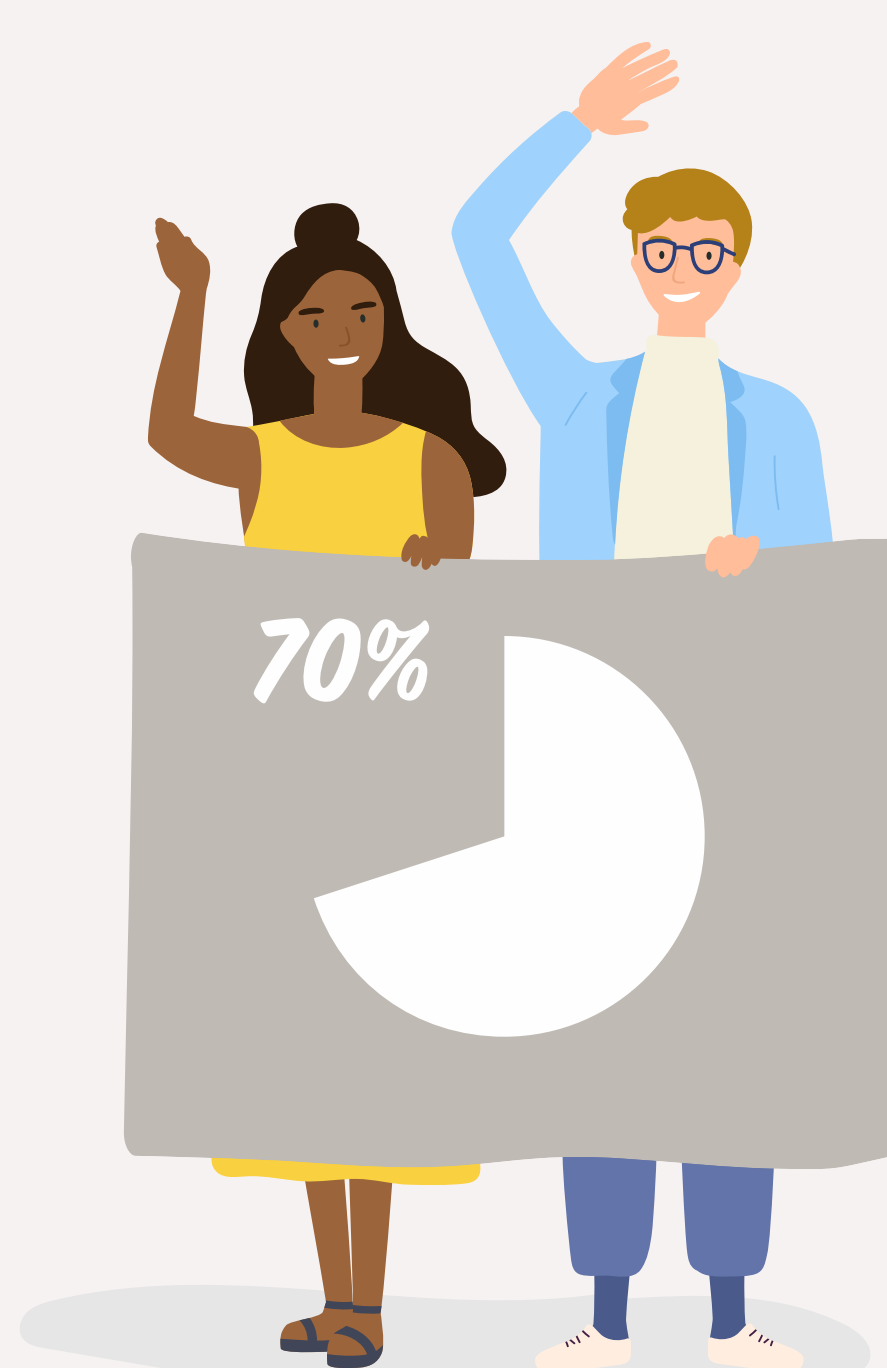
—Ben Wigert and Sangeeta Agrawal, Gallup



UNCLEAR ROLES

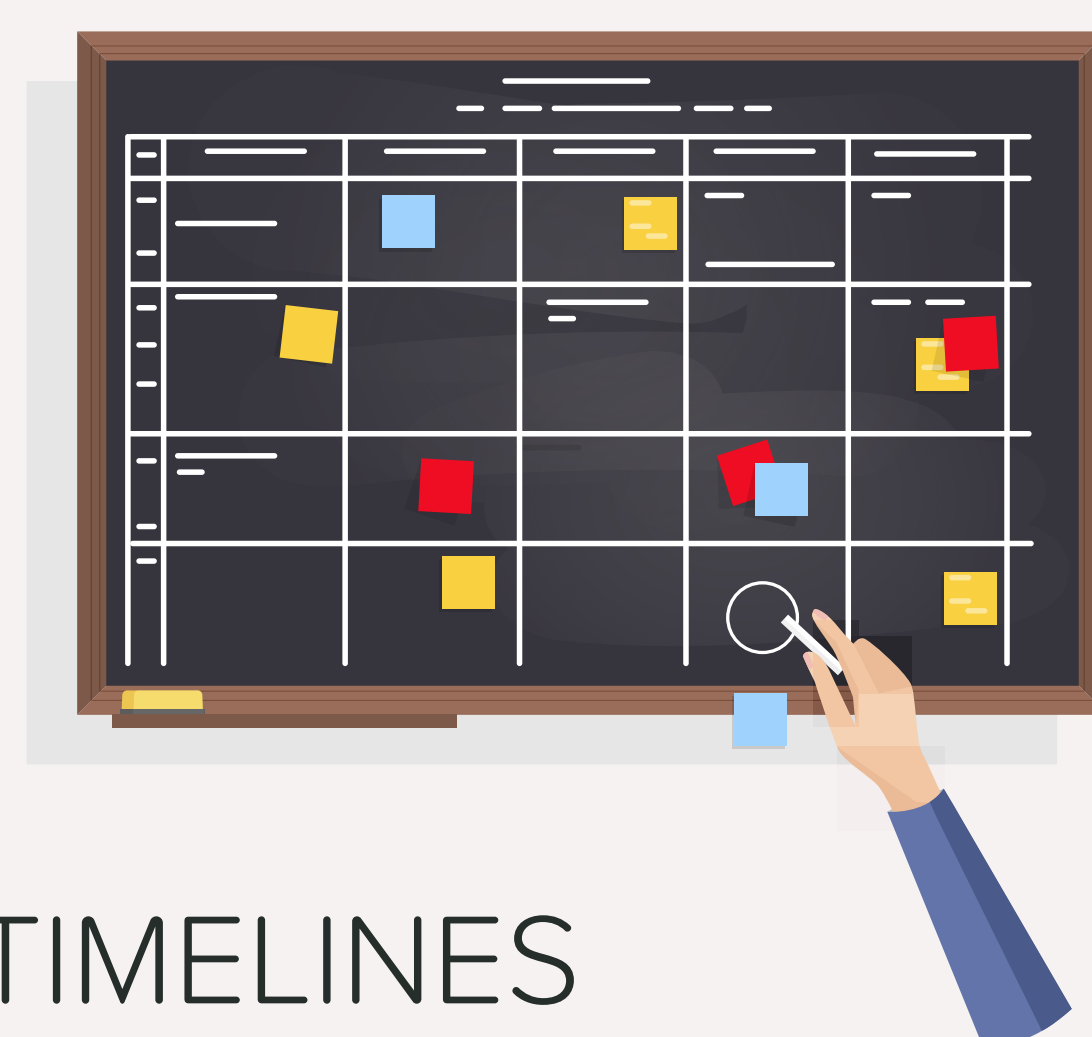
Only **60 percent** of employees know what is expected of them at work.

PREVENTION



MANAGER SUPPORT

Employees who feel supported by their managers are about **70 percent less likely** to regularly experience burnout.



REALISTIC TIMELINES

Employees who feel they often or always have enough time to do their work are **70 percent less likely** to experience burnout.



PERFORMANCE COMMUNICATION

Employees who believe their performance metrics are within their control are **55 percent less likely** to experience burnout.

ABOUT THE RESEARCH

This Gallup study was informed by data from nearly 7,500 full-time employees. You can read more about this study and [Gallup's analysis here](#).

ABOUT BAMBOOHR

Serving more than 11,000 customers and one million employees, BambooHR is the leading software provider powering the strategic evolution of HR in small and medium businesses. BambooHR's cloud-based system is an intuitive, affordable way for growing companies to manage essential employee information in a personalized Human Resources Information System (HRIS). Its software sets HR free to do great work and be more strategic, which helps the entire organization do the same. BambooHR's clients include innovators like SoundCloud, Foursquare, Freshbooks, Stance, Reddit, Magnolia Homes and others in more than 100 countries and 8 languages worldwide. To find out more, visit bamboohr.com or follow on Twitter at [@bamboohr](https://twitter.com/bamboohr).