

Burnout:

A Growing Challenge...?

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The Growing Issue of Burnout



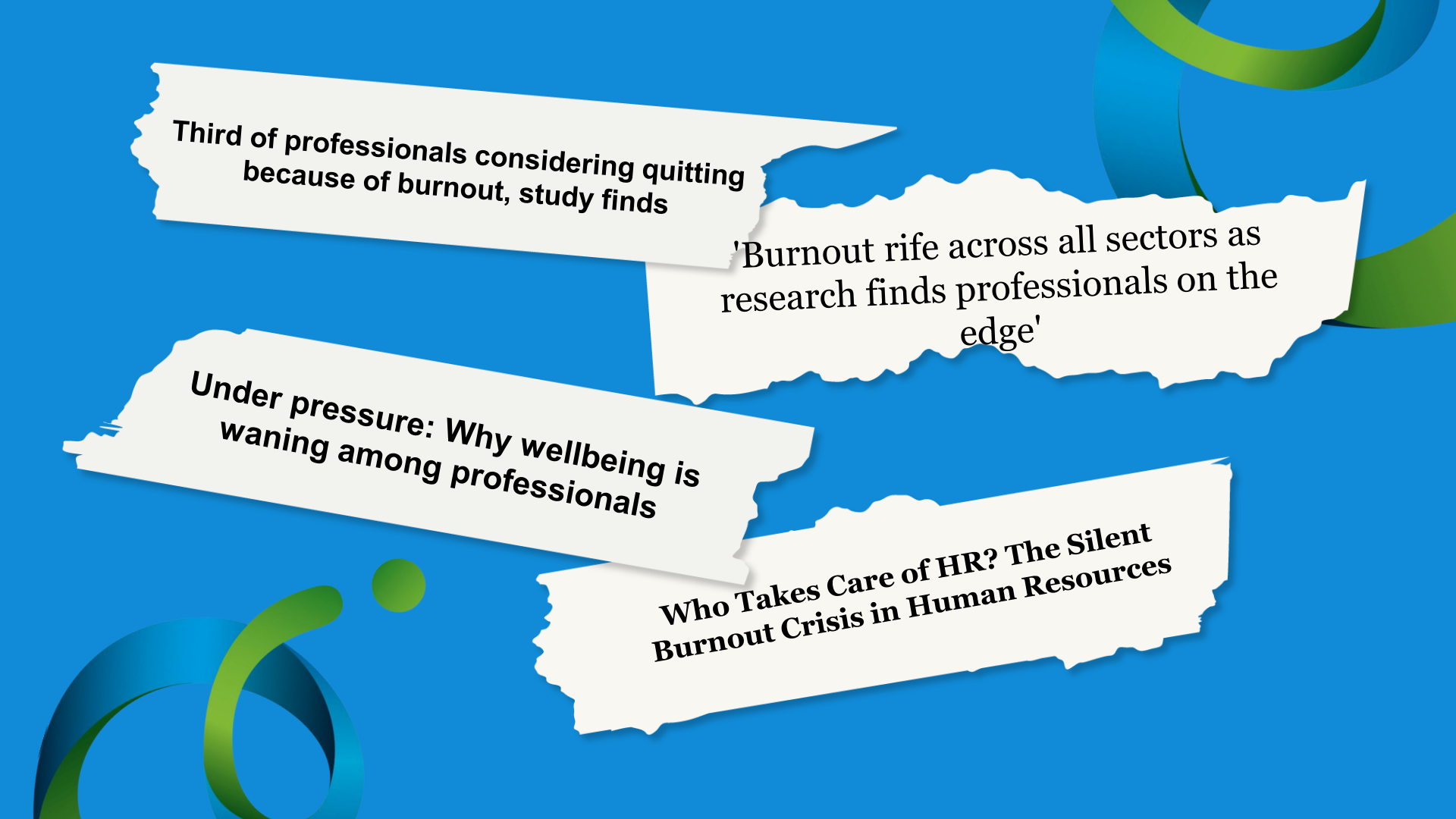
Burnout is recognised by the World Health Organisation as a **‘occupational phenomenon’**



‘Burnout’ is a state of physical, mental and emotional exhaustion and can occur when an individual faces ongoing long-term stress and feels under constant pressure.



Half of workers around the world are struggling with **burnout**



**Third of professionals considering quitting
because of burnout, study finds**

**'Burnout rife across all sectors as
research finds professionals on the
edge'**

**Under pressure: Why wellbeing is
waning among professionals**

**Who Takes Care of HR? The Silent
Burnout Crisis in Human Resources**

What are some in HR saying?

Our HR department has been cut in half since I started 2 years ago, we've no 'fancy tech' and the Exec expect a higher level of output now than before... how does that work?

Constant change and nothing seems to get any better.....

Trying to get people back in the office full-time is never going to work

I've worked in HR for 17 years now and feel that employees increasingly blur the lines between 'work' and 'home' life. An employer simply cannot be infinitely flexible

Despite the challenges, HR has the capacity to make a huge difference to the workforce. As always, I'm frustrated that we don't have as big a voice as we need....

I'm leaving the HR profession as soon as I am able – I'm just fed up with having to make people's roles redundant all the time...

My company is 'rowing back' on DEI & ESG initiatives. Why are they suddenly less important?

Everything now has a KPI or target attached to it...if I wanted a target I'd be in Sales

Uncertainty is exhausting

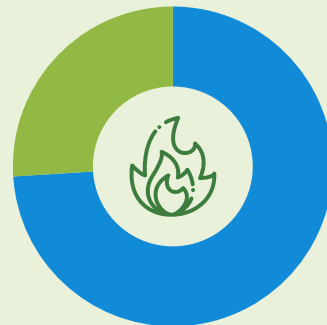
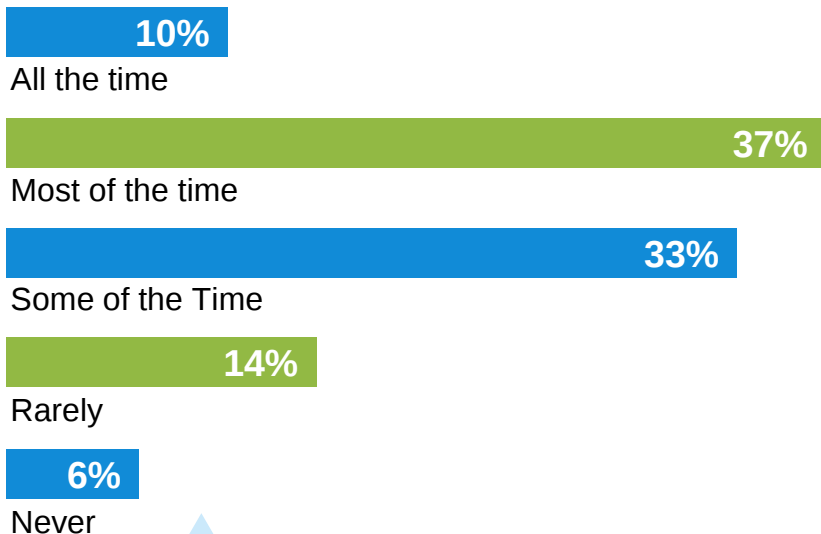
As an HRD, I feel significantly less empowered now than I used to

I doubt I'll stay in HR

There's a growing disconnect between what people want from work and what an employer is able to give. As an HR Manager I feel I'm stuck in the middle, trying to arbitrate between two camps that are going in different directions.....

The results of INTOO research...

How often do workers feel burnt out?

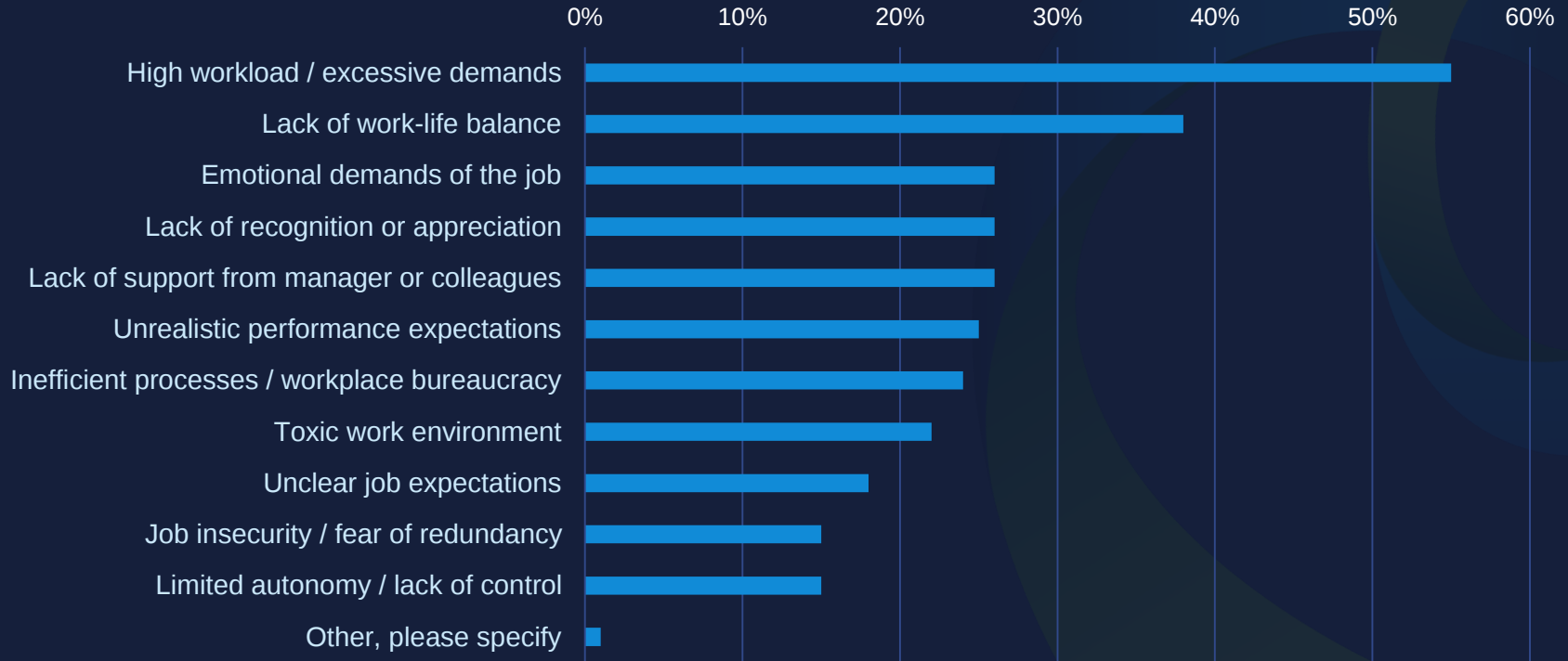


Burnout within HR roles is becoming increasingly prevalent. **74%** of our respondents stated that they are **under significantly more pressure now than 3 years ago**



Middle Management HR (HR Managers and HR Business Partners) appeared to report Burnout **more frequently** than HRDs or Early career HR personnel (at 72%, 47% and 53% respectively)

What are the key causes of 'burnout' you as an HR Leader have experienced?



Three key themes



Workload



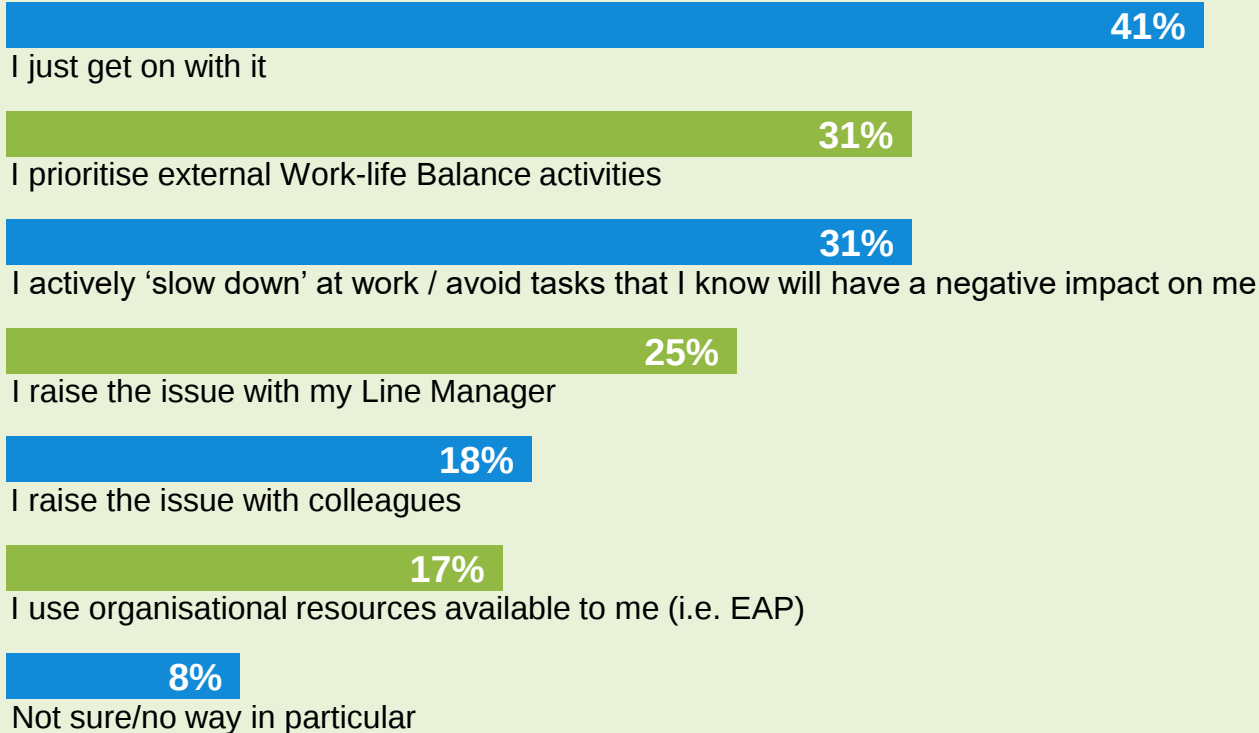
**Culture &
Recognition**



**Future Trajectory
of HR**

Dealing with Burnout?

When you experience 'Burnout', how do you deal with it?





HR burnout should
be framed as an
organisational risk



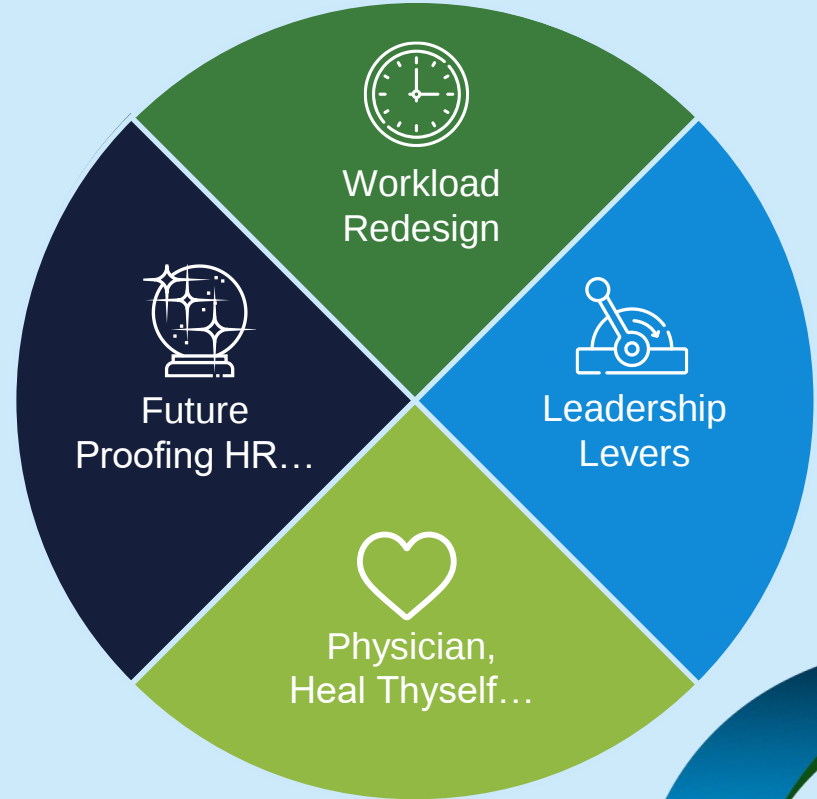
HR burnout fuses
operational activity
(reporting legal &
compliance, KPIs) and
emotional impact
(supporting
employees, mediating
conflict, motivation
and engagement
practices)



When HR is stretched,
the whole organisation
is impacted - the
people strategy
execution suffers and
credibility in the
well-being agendas
erode

What are the Solutions?

Possible Areas of Focus





Burnout is not a matter of resilience it's a structural issue requiring systemic solutions



Leaders should see 'protecting HR' not as 'self-care' but as a way to mitigate risk – safeguarding HR wellbeing safeguards the credibility of all people strategies (from culture, to DEI, to retention and attraction)



Organisations that do invest in HR's future readiness, pay attention to well being and minimise burnout will retain talent, improved performance and sustain credibility moving forward.



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