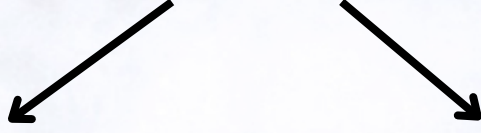


# Why Gen Z workers are already so **BURNED OUT**

The youngest employees are already feeling **pressured** and **exhausted** – even in the earliest stages of their careers.

More and more young workers have been reporting feelings of burnout. Surveys show that millennials and Gen Z workers are reporting the highest rates of burnout.



A 2021 survey from jobs website Indeed showed millennials and Gen Z workers were reporting the highest rates of burnout. Reporting rates among Gen Z were increasing fastest.

A 2022 survey by work-management platform Asana showed more Gen Z workers were reporting feelings of burnout than other age groups, while a 2021 survey of British workers showed 80% of Gen Z respondents reported feeling more burned out since the pandemic.

## WHAT CAUSES IT?

financial instability



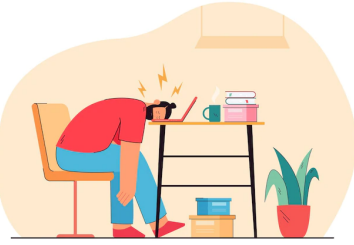
lack of power at work



high living costs



inability to unwind



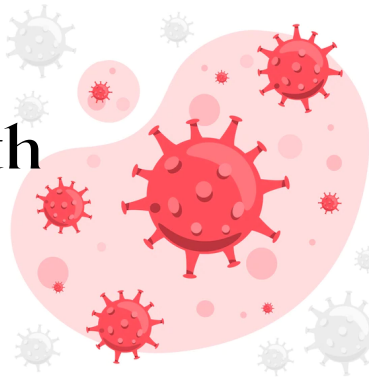
presenteeism



the normalisation of **hustle culture**



isolation which comes with **working from home**



constant **screen time**



## POSSIBILITIES?



Reports show that Gen Z has the most awareness of burnout and is most likely to **speak up** about it. The fact that Gen Z is most comfortable **discussing feelings** of burnout with their managers could bring more attention to **workplace wellness** and revolutionising the work environment to prevent burnout for these employees and others.

Some accept burnout as **inevitable**, especially with **remote work** becoming commonplace. Those who stay in such environment may be rewarded with pay rises and promotions alongside burnout, while others may search for fulfilment in different jobs and **less stressful fields**.