

THE HIDDEN OVERWORK THAT CREEPS INTO SO MANY JOBS

What is hidden overwork?

- "putting in hours after clock"
- not-quite-work tasks happening outside normal workday
- blurring the line between professional and personal life



mostly affects **KNOWLEDGE WORKERS**

How does it manifest?

checking on your team outside office hours

listening to work-related podcasts

reading job-related literature

taking additional courses ("upskilling")

chatting about work with somebody from the same industry

Positive & Negative impact

- ✓ possibility of gaining something from additional work
- ✓ becoming more engaged with work
- ✓ desirable in moderation

- ✗ possibility of becoming an unspoken requirement
- ✗ can disrupt work-life balance
- ✗ form of presenteeism
- ✗ can result in **BURNOUT**

GLOSSARY

PRESENTEEISM - act of being present or pretending to be dedicated to work without being productive
BURNOUT - type of work-related stress; state of physical and emotional exhaustion accompanied with a sense of reduced accomplishment and loss of personal identity

Current issues & future perspectives

- increase noticeable since the pandemic era and from wider acceptance of remote-work
- can be damaging long-term
- requirement to draw clearer boundaries
OR
- source of inspiration for a project, promotion or salary bump

