

Mental Health Checklist:

How to Avoid Employee Burnout

Between remote work, organizational growth, and other impacts to workplace environments, elevated stress levels can cause employee burnout. Latest data reports 82% of employees are at risk of burnout, but only half of employers are willing to integrate burnout-prevention into the workplace.¹ Additionally, 46% of U.S. workers who receive paid time off from their employer take less time than they are offered.²

What Causes Employee Burnout?

Burnout is when an individual endures tedious or unpleasant experiences that impede their passion and enthusiasm for their role or career.

Some of the top causes for employee burnout include:

- **Personal and professional challenges:** One study disclosed 43% of respondents cited financial strain as a contributing factor, while 40% cited exhaustion, and 37% said they were struggling with an excessive workload.³
- **Lack of support or recognition:** Specifically, lack of support or recognition from leadership is the top source of burnout, emphasizing the importance of organizational leaderships' role in creating a positive, balanced workplace culture.
- **Generation-specific issues:** Peak burnout in Millennials and Gen Z (representing nearly 40% of the workforce) is now reported at 25 years old, 17 years earlier than the average American who experiences it at 42.⁴

| Statement | Not at all | Rarely | Sometimes | Often | Very Often |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. I feel physically and emotionally drained. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. I have negative thoughts about my job. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. I find it difficult to be sympathetic to others. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. I am easily irritated. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. I feel misunderstood or under appreciated. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. I feel I have no support. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7. I feel less productive. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 8. I feel overwhelmed with pressure to succeed. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 9. I do not believe I am reaching my full potential. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 10. I have negative feelings about the organization or my role. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 11. I am frustrated with my job. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 12. I feel workplace politics are interfering with my ability to complete my job. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 13. I am overwhelmed by my workload and feel I do not have enough time to complete it. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 14. I feel that I do not have time to ensure quality of my work. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 15. I have difficulty managing my time. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Total: | _____ | _____ | _____ | _____ | _____ |

Scoring:

Not at All = 1 | Rarely = 2 | Sometimes = 3 | Often = 4 | Very Often = 5



Understanding Your Score
Details Found on the Back



Secure Your Team's Financial Future, Without the Administrative Burden

15-18

You are not likely experiencing burnout.

19-32

You have some signs of burnout. Some factors may be more severe than others.

33-49

You are experiencing burnout. Review the items you've checked off and reach out to your manager or HR department for assistance.

50-59

You are experiencing severe burnout. Look at items marked as "Often" and "Very Often" to try and identify the causes of your burnout. Work with a manager or HR department to help address those issues.

60-75

You are experiencing very severe burnout. Look at items marked as "Often" and "Very Often" to try and identify the causes of your burnout. Work with a manager or HR department to help address those issues.

This checklist is merely an employee burnout assessment aimed to provide individuals insight to potential issues or address any burnout and is not meant to be used as a diagnostic tool. If you are looking for ways to address employee burnout, please reach out to Namely. Our team of [human resource](#) professionals can provide you the tools, resources, and industry expertise to effectively assist your employees.



Sources: [Fortune Magazine](#), [Pew Research](#), [Mercer Global Talent](#), [Trends 2024-2025](#), [Forbes](#).

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