

Press release  
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## 4 in 5 workers say they feel burnout, but many don't admit their struggle to their boss

- 80% of Australian workers say they feel burnt out, with heavy workloads (56%) and an insufficient number of staff (36%) being the top two contributors
- 23% of workers who say they feel burnout have not expressed their feelings to their manager
- 77% of workers state their managers are aware of their feelings of burnout and are handling it by encouraging time off (22%), helping to prioritise projects (20%) and delegating some responsibilities to other team members (18%)
- 10% of workers say their managers are not taking steps to alleviate their feelings of burnout

**Sydney, 26 November 2024** – The overwhelming majority (80%) of Australian workers say they feel burnt out at work, but they are not always upfront with their manager about it, new independent research by specialised recruiter [Robert Half](#) finds.

When asked whether they feel burnt out, defined in the research as a state of emotional, physical and mental exhaustion caused by prolonged or excessive workplace stress, four in five workers (80%) say they feel “a little burnt out” (57%), “very burnt out” (17%) or “completely burnt out” (6%).

The younger the employee, the more likely they are to be burnt out, with 86% of Gen Z feeling burnout compared with 81% of Millennials and Gen X, and 72% of Baby Boomers.

*“Burnout is reaching alarming levels in the Australian workforce,” says **Nicole Gorton, Director at Robert Half**. “The past year has seen a surge in stress, exhaustion and disengagement among employees. The consequences of companies working with lean teams, the pandemic, economic uncertainty and lack of job security have all contributed to this burnout epidemic.”*

### The reasons why workers are burnt out

When asked about what is contributing the most to their feelings of burnout, workers identified their work conditions are playing a larger role than the workplace’s culture or challenges that come with the return to the office:

- Heavy workloads 56%
- An insufficient number of staff 36%
- The commute to the office 27%
- A toxic organisational culture 26%
- A lack of communication and support from my manager 21%

*“Many employees are feeling overwhelmed by the constant pressure to perform, the blurring of work-life boundaries and the uncertainty of job security,” **Gorton** says. “Burnout is not a sign of weakness. It's a signal that something needs to change in the workplace. By establishing open communication lines and working together, employers and employees can create a healthier and more sustainable work environment for everyone.”*

### How managers are addressing staff burnout

The majority (77%) of affected workers say they have approached their manager to reveal they feel burnt out and have received support to alleviate their symptoms. The most common steps managers have taken are:

- Providing encouragement for staff to take time off 22%
- Helping to prioritise projects 20%
- Delegating some responsibilities to other team members 18%
- Hiring extra staff to mitigate the workload 16%

For 10% of workers, however, their manager has not taken any steps to address burnout despite being made aware. Meanwhile, almost a quarter (23%) of workers have not made their manager aware of their feelings.

*“Burnout is a serious issue that can have serious consequences for both individuals and organisations,” Gorton says. “It’s crucial for employees to recognise the signs and communicate their struggles to their managers. Ignoring burnout won’t make it go away and that can lead to decreased productivity, increased absenteeism and even long-term health problems. By speaking up, employees can advocate for themselves and work with their managers to find solutions that address their specific needs and challenges.*

*“Managers play a critical role in preventing and addressing burnout. They need to create a supportive and empathetic work environment where employees feel comfortable sharing their concerns. Regular check-ins and open communication channels can help reduce stress and promote work-life harmony.*

*“Aside from encouraging time off, reshuffling responsibilities and bringing in extra staff to alleviate workload, even if temporary, offering resources like mental health support, wellness programs and professional development opportunities can empower employees to manage their wellbeing and build resilience,” concluded Gorton.*

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## Notes to editors

### About the research

The study is developed by Robert Half and was conducted online in June 2024 by an independent research company, surveying 1,000 full-time office workers across Australia. This survey is part of the international workplace survey, a questionnaire about job trends, talent management and trends in the workplace.

### About Robert Half

Robert Half is the global, specialised talent solutions provider that helps employers find their next great hire and jobseekers uncover their next opportunity. Robert Half offers both contract and permanent placement services, and is the parent company of Protiviti, a global consulting firm. Robert Half Australia has offices in Brisbane, Melbourne, Mount Waverley, Perth and Sydney. More information on [roberthalf.com/au](https://roberthalf.com/au).

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