THE BURNOUT REPORT

Mental Health UK

January 2025
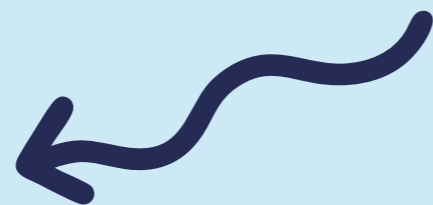
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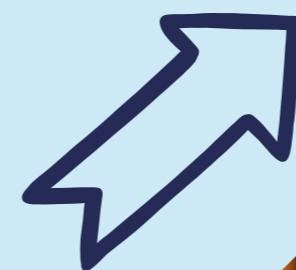
About us

In a rapidly changing world, Mental Health UK brings together the heritage and experience of four charities from across the country who've been supporting people with their mental health for over 50 years.

Working UK-wide, we deliver both national and local services that enable and empower people to understand and manage their mental health in a person-centred and empathetic way.

With our local service delivery and national expertise in supporting people whose lives are affected by mental health problems, we have been able to mark a significant footprint in the areas that deeply challenge our mental health and stability.

We provide support and services for some of the biggest societal challenges that pose a threat to people's mental health, including money problems, navigating through the system to get the right support, understanding mental health, loneliness and isolation, and resilience in young people.

We are the charity for everyone's mental health. We challenge the causes of poor mental health and give people the tools they need to live their best possible lives at home, school, and work.

Definition of burnout

Burnout is recognised by the World Health Organisation (WHO) as an occupational phenomenon. While it is not a medical or mental health condition, it has been classified as a syndrome, meaning a collection of symptoms or signs associated with a specific health-related cause.

Burnout is a state of physical, mental, and emotional exhaustion. It can occur when you experience long-term stress and feel under constant pressure. Whilst it is caused by stress, it isn't the same as stress. Stress tends to be short term and while it can impact your sleep, energy and emotions, you are still able to engage in the activity that is causing you stress. With burnout, you feel detached and demotivated, impacting your ability to function.

While burnout is considered a workplace phenomenon, it can be experienced alongside other life pressures and excessive demands such as responsibilities as a caregiver, parent or living with a chronic illness or condition.

Burnout symptoms can be recognised physically, emotionally, and behaviourally. Most people will experience a combination of symptoms. These include:

Physical Symptoms
- Feeling tired or exhausted most of the time
- Recurring insomnia and sleep disturbances
- Frequent headaches
- Muscle or joint pain
- Gastrointestinal problems, such as feeling sick or loss of appetite
- Frequent illness due to lowered immunity
- High blood pressure
- Breathing issues.

Emotional Symptoms
- Feeling helpless, trapped, and/or defeated
- Self-doubt, feeling a failure or worthless
- Feeling detached and alone in the world
- Feeling overwhelmed
- Feeling demotivated, having a cynical/negative outlook
- Lacking sense of satisfaction and achievement
- Loss of interest and enjoyment
- Persistent feelings of dread, worry and anxiety.

Behavioural Symptoms
- Procrastinating and taking longer to complete things
- Difficulty concentrating
- Decreased output and productivity
- Becoming isolated and withdrawing from people, responsibilities etc
- Reliant on food, drugs or alcohol to cope
- Irritable and short-tempered, likely to have outbursts and take frustrations out on others
- Increased tardiness, being late for work and/or higher absenteeism.

Introduction

In publishing this second annual burnout report, we must once again confront an unsettling reality: while there are encouraging signs of progress in managing stress and preventing burnout, the underlying challenges remain deeply entrenched. The debate persists: Are workplaces adapting sufficiently to the evolving expectations of a modern, diverse workforce? Or are societal pressures, from NHS delays to generational divides in mental health experiences, amplifying the cracks in our collective resilience? As before, there are no simple answers, but the consequences of inaction are clear: without sustained effort, burnout will continue to take a heavy toll on individuals, workplaces, and society as a whole.

This year's findings reveal both positive developments and frustrating issues. More UK adults report being able to manage their stress and feel slightly more comfortable discussing it with their employers. A modest increase in the number of workplaces implementing burnout prevention plans suggests that some lessons are being learned. Yet, these gains are overshadowed by ongoing challenges.

Concerningly, one in five workers still needed time off work due to mental health struggles caused by stress. The generational divide in experiences of stress has widened, with younger workers disproportionately affected. Among those aged 18–24, confidence in discussing stress with a line manager dropped sharply from 75% to just 56% this year, signalling a troubling breakdown in workplace support for those who need it most.

These challenges are compounded by the strain on public health systems. Over one in four young workers aged 18–24 reported taking time off due to health issues while waiting for NHS treatment, compared to less than one in ten workers aged 55 and over. This intersection of delayed healthcare access and workplace pressures leaves younger employees particularly vulnerable, despite their apparent openness to mental health support. Interestingly, younger generations also express a higher appreciation for workplace initiatives, such as professional mental health support and reasonable adjustments to alleviate stress. For these workers, such measures are not merely beneficial — they are essential in fostering resilience and preventing burnout.

Burnout is not confined to the workplace; its ripple effects are evident in every corner of life. Two-thirds of workers reported stress disrupting their sleep, nearly half noted its impact on their diet and self-confidence, and one in three highlighted its strain on personal relationships. These findings underscore the interconnected nature of stress, which can erode the protective habits — such as good sleep, healthy eating, and meaningful connections — that are vital to long-term wellbeing.

At work, the picture is equally concerning. Just three in ten workers feel fulfilled, while nearly one in four report boredom, and 17% experience loneliness. The lack of engagement and connection within the workplace has far-reaching consequences, not least for employee retention and productivity. A culture of presenteeism persists, with one in five admitting that stress or pressure negatively impacted their performance, yet they continued working without adjusting their hours or seeking support. This reluctance to take action highlights an ongoing stigma surrounding stress and burnout, further entrenching their effects.

As we reflect on these findings, it is crucial to recognise that progress is possible, but only through concerted effort from all stakeholders. Organisations of course have their bottom lines to bear in mind, but efforts to reduce the harmful impacts of long-term stress will boost — not hinder — productivity.

Employers must not only acknowledge the role they play in mitigating stress but also invest in meaningful solutions, from robust support systems to fostering an environment where employees feel valued and heard. Policymakers, too, must address the broader systemic issues, including healthcare delays and economic pressures, that exacerbate burnout.

Finally, individuals must be equipped with the tools and knowledge to recognise burnout early and take steps to protect their mental health. Younger generations are leading the way in destigmatising conversations around stress and pressure, yet they face unique challenges that demand targeted support. In this context, workplaces must adapt to meet changing attitudes and expectations, embracing a more proactive approach to wellbeing. Organisations should be able to expect commitment and hard work from their younger employees, and there will have to be a conversation about what adjustments and support can reasonably be provided. But to help ensure both young people and companies can perform at their best, younger generations must be given a place at the table in conversations to develop the kind of meaningful support they sorely need.

In publishing this report, we reiterate our call to action: the cost of burnout is too great to ignore. It is not merely a workplace issue but a societal challenge that requires collaboration across all levels. Only by facing these realities can we hope to create environments where people not only survive but thrive, both personally and professionally.

**Brian Dow,
Chief Executive, Mental Health UK**

Executive summary
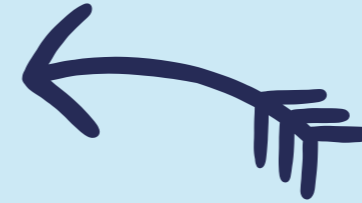
We live in a rapidly changing world and we are navigating an era of evolving ways of working. Hybrid models, technological advances, and shifting workplace expectations are transforming how we work and interact. While these changes offer new opportunities, they also bring challenges for employers striving to maintain mentally healthy workplaces for their staff.

While there have been some improvements since our last report in 2024*, the UK workforce continues to struggle with the effects of burnout, once again demonstrating the need for proactive discourse in what a "good workplace" looks like in the modern world.

Our research, conducted by YouGov, set out to explore our relationship with stress and pressure both in and out of our working lives, and the factors that contribute to burnout for adults in the UK today.

The polling found:

- **Levels of pressure and stress remain high,** with 91% of UK adults reporting that they experienced high or extreme levels of pressure or stress in the past year.

- **This year saw a 4% rise in the likelihood of younger generations (those aged 18–24, 25–34 and 35–44) saying they had needed to take time off due to poor mental health** caused by pressure and stress, while there was a 9% decrease among older generations (45–54 or 55+) saying they needed time off for this reason.

- **The number of younger workers aged 18–24 who feel comfortable opening up to a line manager or senior leader about pressure and stress dropped sharply from 75% to 56% this year.** Meanwhile, UK adults reported being slightly more able to manage their stress levels and more comfortable discussing this with a line manager, rising from 57% in our 2024 report to 60% in our 2025 report .

- **Surprisingly, almost 3 in 10 (28%) people aged 18–24 had to take time off work due to health challenges while waiting for NHS treatment,** declining with age to 9% of those aged 55+. The youngest generation are most likely to have needed time off (35%), while only 10% of UK workers aged 55+ say they have needed time off.

- **The Burnout Report 2025 shows a marginal improvement (3%) in measures to improve burnout,** with 32% of working adults reporting that their workplace had plans in place to help colleagues spot the signs of chronic stress and prevent burnout in employees.

- **There are indications that presenteeism and silence around stress are putting people at greater risk of burnout,** with one in five working adults (21%) admitting their productivity or performance was impacted by high levels of pressure or stress, but that they didn't adjust their hours or take time off work.

- **In new insights, less than one-third of UK workers (29%) say they feel fulfilled at work,** almost one in four (23%) say they feel bored at work, and nearly a fifth (17%) feel lonely at work.

91% of UK adults report that they experienced high or extreme levels of pressure or stress in the past year

28% of people aged 18–24 had to take time off work due to health challenges while waiting for NHS treatment

The number of younger workers aged 18–24 who feel comfortable opening up to a line manager or senior leader about pressure and stress dropped sharply from **75% to 56%**

*All figures related to the Burnout Report 2024, unless otherwise stated, are from YouGov Plc. Total sample size was 2,060 adults of which 1,132 were workers. Fieldwork was undertaken between 14th–15th December 2023. The survey was carried out online. The figures have been weighted and are representative of all UK adults (aged 18+).
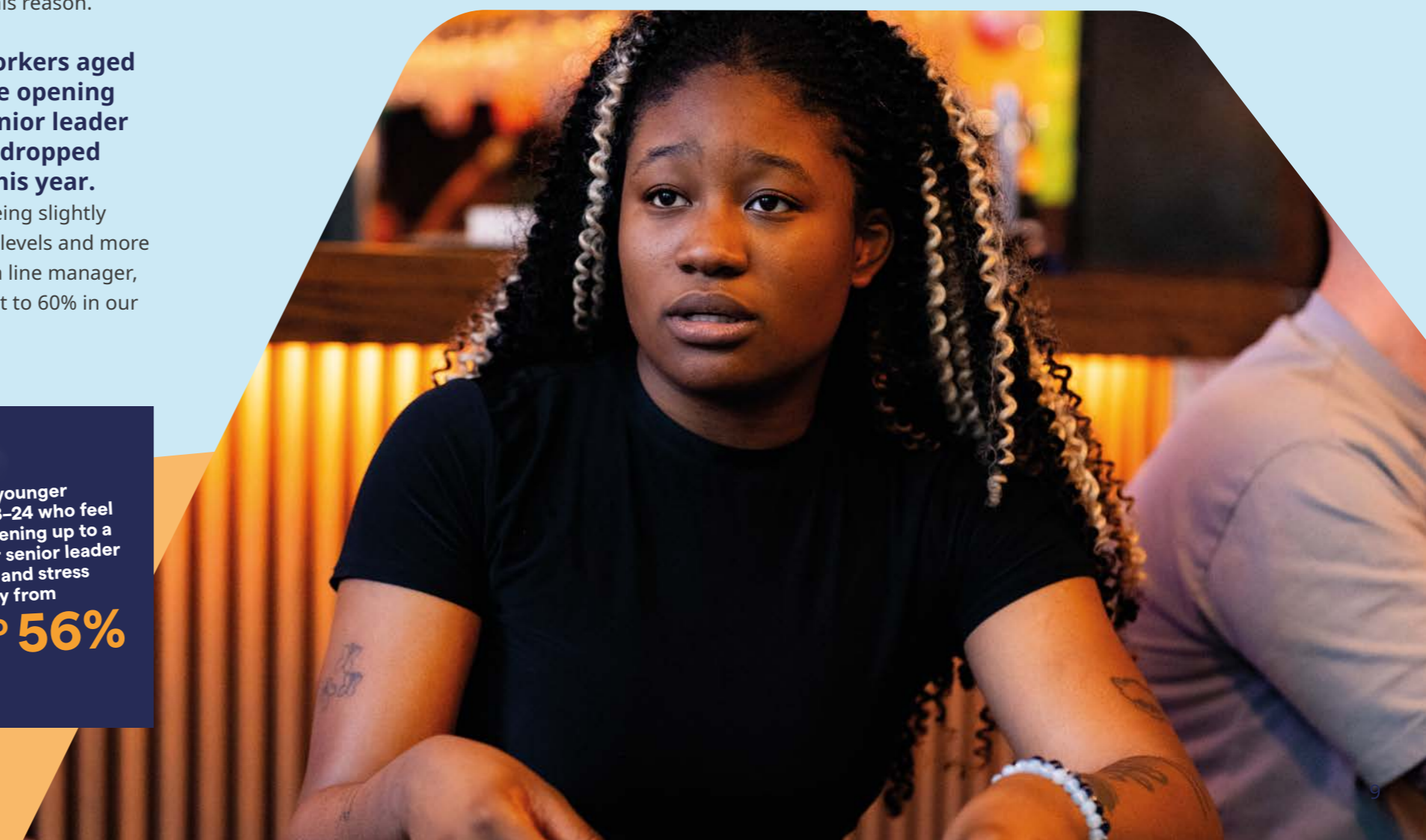
The impact of burnout: Tanya's story

Tanya experienced burnout in her first job after graduating from university. She sheds light on her symptoms, from migraines to self-doubt, as well as explaining what helped her to recover.

Burnout doesn't just happen overnight. It builds up gradually over weeks, months, and even years until it becomes impossible to ignore. For me, the lead-up to burnout was a perfect storm of pressure, denial, self-doubt, exhaustion, and what just felt like "too much".

Starting my career in corporate consulting fresh out of university, I quickly found myself in a fast-paced, high-pressure environment. Days were packed with endless demands, juggling competing priorities and feeling stretched thin. I was expected to learn on the job, thrive in ambiguity and make peace with the fear of making mistakes which loomed constantly.

> **The idea of being burnt out didn't feel like an option, and taking time off seemed impossible.**

Instead, I worried that I simply wasn't good enough at my job. This fear began to spiral into deeper anxieties about my career, my self-worth and capabilities, all in a climate of job insecurity and rising living costs, where having a stable career feels even more fundamental.

At first, I dismissed the signs of burnout. Like many young professionals, I thought constant exhaustion, trouble focusing and low mood were just part of the experience. However, as the weeks turned into months, the impact on my wellbeing became undeniable.

Physically, I was dealing with migraines, sleepless nights, persistent pain and fatigue. Mentally, I felt overwhelmed, anxious, and stuck in a cycle of self-doubt. Even my personal relationships began to suffer. I withdrew from friends and family, unable to explain how I was feeling or why I was struggling.

Burnout also took a toll on my work. Tasks that once felt manageable now seemed insurmountable. I started dreading emails, meetings, and even simple tasks. Hobbies I once loved fell to the wayside as I lacked the energy or motivation to engage with them. My identity felt consumed by stress, leaving little room for joy, creativity and simply anything else.

It wasn't until I was signed off work for the first time that I fully recognised I was burnt out. Even then, it was hard to accept. I felt like I had failed, not just at my job but at life. For someone who had always prided themselves on being resilient and capable, admitting I was struggling felt like a personal defeat. I worried about my future, my career prospects and whether I'd ever feel like myself again.

Seeking support was crucial in helping me navigate this challenging time. Professional support helped me understand the patterns that led to burnout and how to challenge the unrealistic expectations I'd set for myself. Taking time away from work was also essential, giving me space to heal and re-evaluate my priorities.

> **What helped the most, however, wasn't just external support; it was learning to be kinder to myself. I began setting boundaries, saying no to unreasonable demands and reframing what success looked like.**

I also started rethinking what a meaningful and healthy career would look like for me, even if it meant walking away from what society deems a "dream career". I made the difficult decision to leave corporate consulting, a role that many aspire to, but it was necessary for my wellbeing and for building a future that aligned with my values and needs.

Looking back, I wish workplaces were better equipped to support young employees before they reach burnout. Encouraging conversations about mental health isn't enough. There need to be structures and systems in place that genuinely foster wellbeing. For me, that would have meant realistic workloads and a culture that prioritises mental health as much as productivity.

To anyone feeling stressed and burnt out, my advice is to listen to your body and mind. Burnout isn't a sign of weakness; it's a signal that something needs to change. Reach out for help, whether that's through loved ones, mental health professionals, or other resources. Most importantly, remember that you don't have to navigate this alone.

Burnout taught me a hard but valuable lesson: Success isn't worth sacrificing your health for. By prioritising wellbeing, we can create not just healthier workplaces, but healthier lives. I should work to live, not live to work — even though we live in a world where it feels like work is our only means to survival, happiness, health, and wealth.

Research overview

The lines between work and home life have become increasingly blurred in recent times. Many of us are working longer hours, and the societal changes caused by the ongoing cost-of-living crisis are still present. Presenteeism (i.e., the culture of continuing to work despite being unwell) is an ongoing issue.

Between 2020 and 2023, Mental Health UK commissioned YouGov to conduct several polls around UK workers' understanding and experiences of burnout in the workplace, and the factors which may contribute towards it. Our research found that burnout was a problem exacerbated by the pandemic, and that support from many employers was lacking.

Today, our concerns around burnout have far from been extinguished. That's why Mental Health UK have once again conducted a study on this issue to learn more about the pressures and challenges people are facing in the present world — both in and out of our working lives — which are leading us to becoming a "burned out" nation.

Methodology

All figures, unless otherwise stated, are from YouGov Plc. Total sample size was 4,418 adults, of which 2,436 were workers. Fieldwork was undertaken between 8th and 12th November 2024. The survey was carried out online. The figures have been weighted and are representative of all UK adults (aged 18+).

Audiences

The figures represent the UK adult population. Where appropriate, select questions relating to people's current in-work experiences of burnout were filtered to just poll those in employment. To differentiate, these figures are labelled as 'UK workers' or 'workers', whereas all other figures are labelled as 'UK adults' or 'adults'.

Age
- 18–24
- 25–34
- 35–44
- 45–54
- 55+

Gender
- Male
- Female

Region
- England
- Scotland
- Wales
- Northern Ireland
- London
- Midlands
- South of England
- North of England
- East of England

### Parent/guardian
- Parent/guardian
- Non-parent/guardian

We have also filtered data by the following demographic splits:

Social grade
- ABC1: make up 60% of the population and are likely to hold professional or managerial positions in their jobs and have completed higher education. They tend to have a higher income, resulting in increased access to housing and healthcare.

- C2DE: make up 40% of the population and are likely to have semi-skilled jobs and may not have completed higher education. Their incomes are typically lower than that of ABC1, and they are likelier to experience difficulties in accessing housing and healthcare.

Working status
- Working full time (30 hours or more a week)
- Working part time (8–29 hours a week)
- Working part time (less than 8 hours a week)
- Full-time student
- Retired
- Unemployed
- Not working
- Other
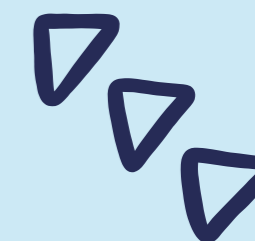
Breakdown of results

Common symptoms of burnout include:

- **Feeling tired or drained most of the time**
- **Feeling helpless, trapped and/or defeated**
- **Feeling detached/alone in the world**
- **Having a cynical/negative outlook**
- **Self-doubt**
- **Procrastinating and taking longer to get things done**
- **Feeling overwhelmed**

Setting the scene

In our 2024 report[1], we found that half of UK workers (50%) polled work from a fixed location such as an office, while just over a quarter (26%) have a 'hybrid' or 'agile' working arrangement, with 12% working from home and 9% based away from home but at various locations.

This has remained consistent in 2025, with the majority of UK workers (48%) working from a fixed location, while more than a quarter (27%) have a 'hybrid' or 'agile' arrangement. Meanwhile, 11% of adults report working from home, and 10% work in a field-based arrangement.

- **Age[2]:** Fixed location working is the most common working arrangement amongst all age groups. A higher proportion of workers aged 18–24 (54%) worked from a fixed location, while a higher proportion of workers aged 25-54 (30%) have a 'hybrid' or 'agile' working arrangement.

- **Social grade[3]:** A higher proportion of those from ABC1 social grade work from home or hybrid (49%) compared to those from C2DE social grade (21%). Meanwhile, a higher proportion of those from C2DE social grade work from fixed of field-based locations (72%) than those from ABC1 social grade (49%).

Formal working arrangements for a typical working week
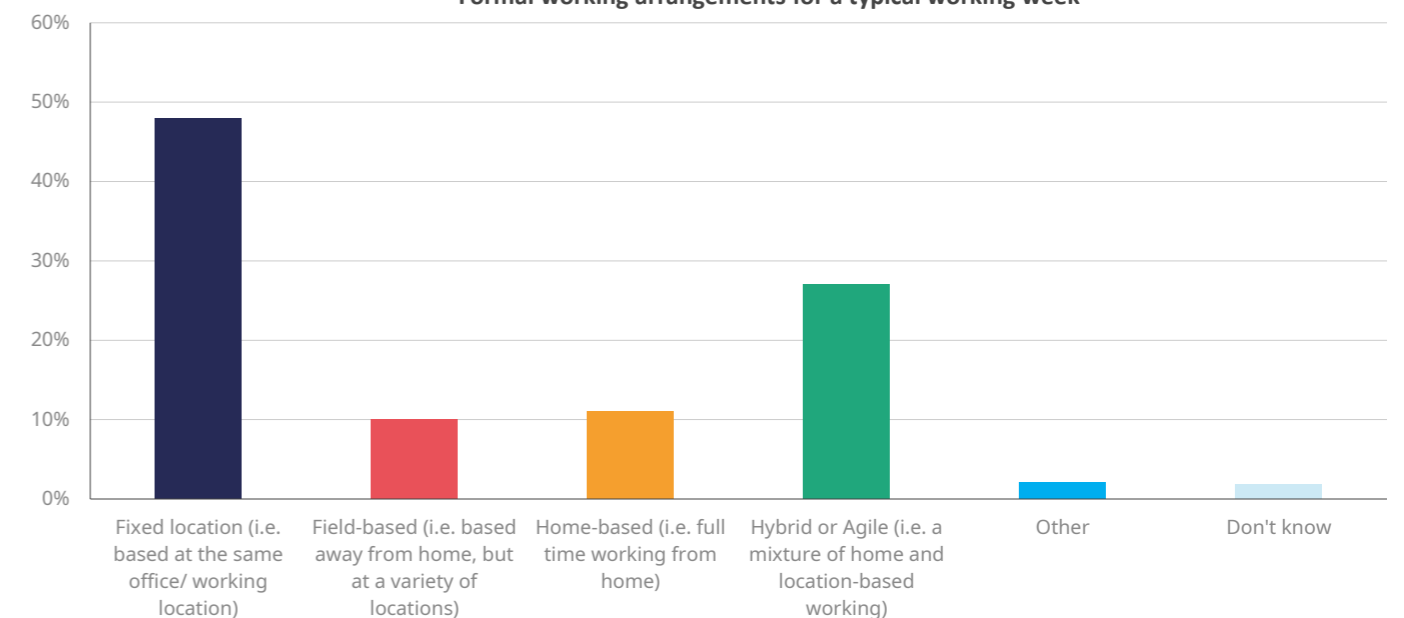
Our experiences of stress and burnout

High or extreme stress is a common foe

Stress is our body's response to pressure that manifests itself in many different ways. While stress is commonplace in life, long-term exposure to high or extreme levels of stress can result in burnout.
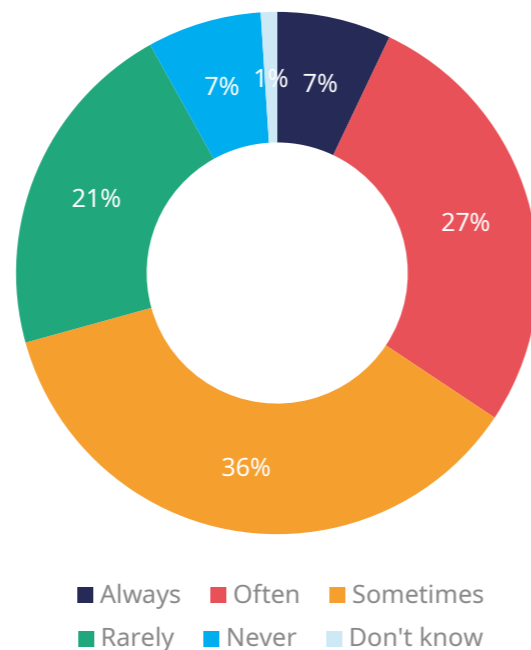
The data shows that not enough is being done to address stress in the workplace. 9 in 10 adults in the UK (91%) told us they experienced high or extreme levels of pressure or stress at some point in the past year, identical to our findings from 2024. Worryingly, the proportion of adults who experienced high or extreme levels of pressure or stress 'always' rose from 5% to 7% this year.

Over a third of adults (34%) told us they experienced high or extreme levels of stress 'always' or 'often'.

- **Gender[4]:** Women (94%) were 5% more likely than men (89%) to experience high or extreme levels of pressure or stress in the past year. They are 13% more likely to experience high or extreme levels of stress 'always' or 'often' (40% for women compared to 27% of men).

- **Age[5]:** Adults aged 35–44 (96%) continue to be the age group most likely to have experienced high or extreme levels of stress in the last year.

- **Nations[6]:** Wales (94%) has overtaken Scotland (91%) to be the nation where people are more likely to have experienced high or extreme levels of pressure or stress. England has stayed consistent at 91%, while Northern Ireland is at 89%.

- **Working status[7]:** UK adults working full time and full-time students are most likely to have experienced high or extreme levels of pressure or stress in the last year (94%). Retired UK adults were most likely to report rarely or never experiencing high or extreme levels of pressure or stress (15%).

- **Parents[8]:** Those in households with children were on average 5% more likely (95%) than those without children (90%) to have experienced high or extreme levels of pressure or stress in the last year.

How often people experienced high or extreme levels of pressure or stress in past year

- 7% — Always
- 27% — Often
- 36% — Sometimes
- 21% — Rarely
- 7% — Never
- 1% — Don't know

■ Always ■ Often ■ Sometimes
■ Rarely ■ Never ■ Don't know

A fifth of workers are still burning out

Our study found that 1 in 5 workers (21%) needed to take time off work due to poor mental health caused by pressure or stress in the past year, compared to 20% of workers in 2024.

This year saw a rise in the likelihood of younger generations (those aged 18–24, 25–34 and 35–44) saying that they had needed to take time off due to poor mental health caused by pressure and stress, while there was a decrease among older generations (45–54 or 55+) saying they needed time off for this reason.

- **Gender[9]:** In the past year, 22% of men said that they needed time off work due to poor mental health caused by pressure or stress, compared to 20% of women.

- **Age[10]:** Workers aged 18–24 were most likely to agree with the statement that they needed time off work due to poor mental health caused by pressure or stress in the past year (35%). This declined with age, with 29% of those aged 25–34, 25% of those aged 35–44, 14% of those aged 45–54, and 10% of those aged 55+ agreeing with the statement that they needed time off work due to poor mental health caused by pressure or stress in the past year.

- **Region[11]:** In England, those in London continued to be most likely to agree (31%) with the statement they needed to take time off work due to poor mental health caused by pressure or stress in the past year, while those in Yorkshire and the Humber (75%) were most likely to disagree they needed time off work for this reason.

- **Parents[12]:** Non-parents/guardians (23%) agreed more than parents/guardians (19%) that they needed to take time off work due to poor mental health caused by pressure or stress in the past year.

- 21%
- 10%
- 66%
- 3%
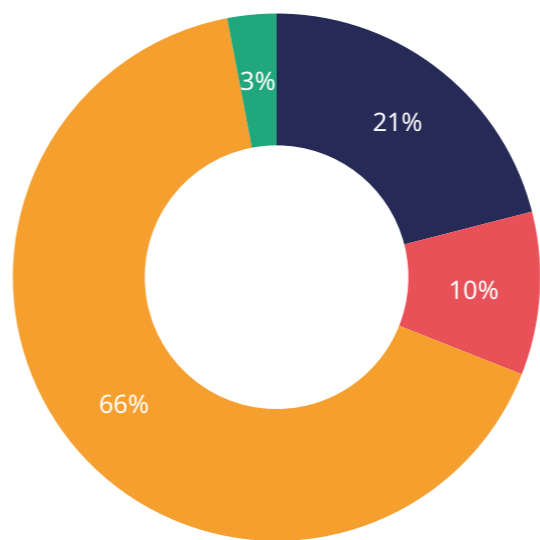
Agreement with: "In the past year, I have needed to take time off work due to poor mental health caused by pressure or stress"

■ Tend to agree, Strongly agree
■ Neither agree nor disagree
■ Tend to disagree, Strongly disagree
■ Don't know

Managing stress and pressure

While there has been a marginal increase in the proportion of adults who feel able to manage their stress and pressure levels this year compared with the Burnout Report 2024 (from 73% to 75%), it is worrying that almost 1 in 4 (23%) continue to feel unable to do so.

- **Gender:** Women (26%) were more likely to say they are unable to manage their stress and pressure levels than men (20%).

- **Age[13]:** Adults aged 55+ felt most able to manage their stress levels (82%) while those aged 18–24 were least likely to say they were able to manage stress (66%).

- **Nations and Regions[14]:** Those in the North of England and the Midlands felt most able to manage stress (76% respectively) whereas those in Scotland were most likely to say they were unable to manage stress (26%).

- **Parents[15]:** Parents and guardians are more likely to be able to say they can manage stress than non-parents (80% vs. 69%).

Ability to mange personal pressure and stress levels

■ Very able ■ Fairly able ■ Not very able ■ Not at all able ■ Don't know

17%
58%
19%
4% 2%
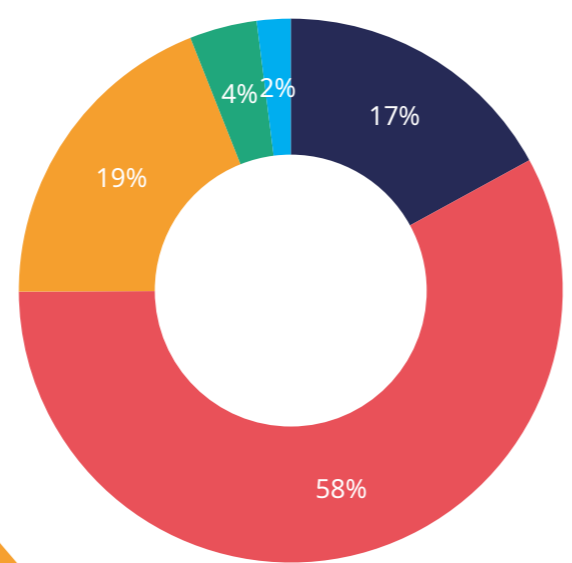
The impact of pressure and stress on productivity

One of the main behavioural symptoms of burnout is decreased productivity, so for our 2025 report, we wanted to ask if high levels of pressure or stress in the past year have impacted worker productivity.

A culture of presenteeism and silence around stress may be putting people at risk of burnout, with one in five (21%) admitting that their productivity or performance was impacted by high levels of pressure or stress, but that they didn't adjust their hours or take time off work. Meanwhile, one in five (19%) said they chose not to disclose their high levels of pressure and stress.

Almost one in ten people had to take either short-term sick leave (8%), long-term sick leave (4%) or unpaid leave (4%) due to high levels of pressure or stress, indicating that burnout may be putting a strain on the UK workforce.

Gender: Women were 4% more likely to say that their productivity or performance was impacted by high levels of pressure or stress but that they didn't adjust their hours or take time off (23%) compared with men (19%).
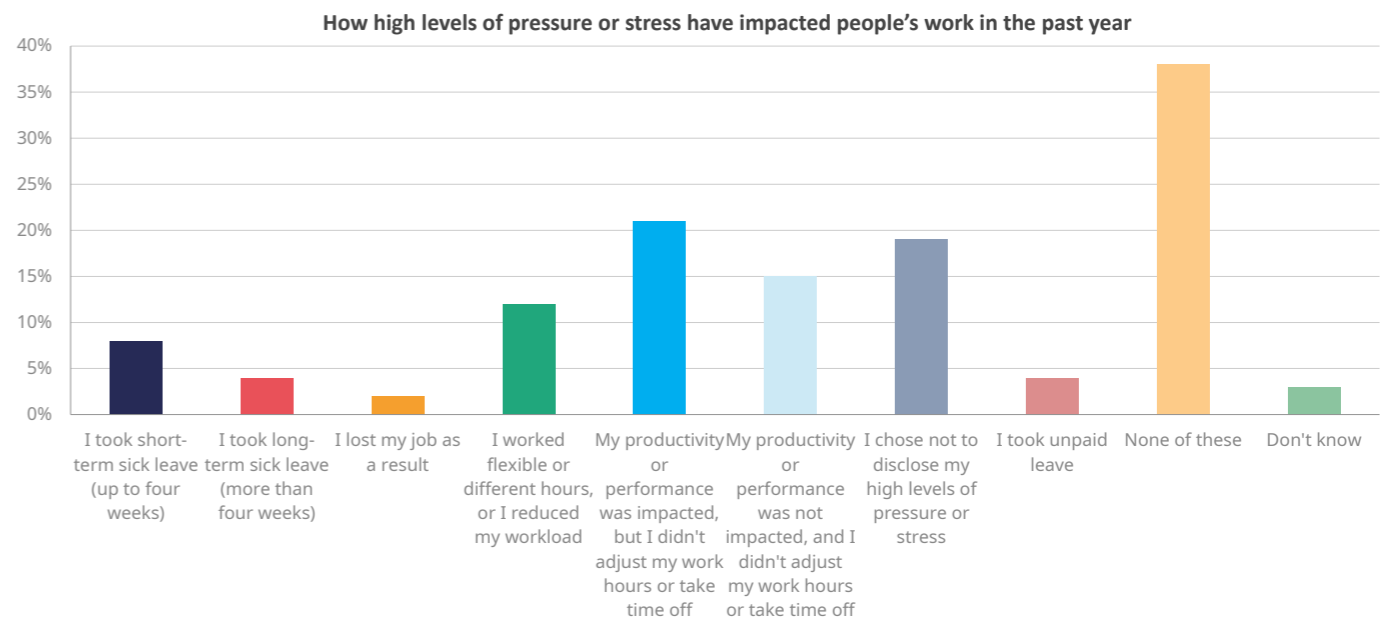
Age: The likelihood of needing to take sick or unpaid leave due to high stress in the past year decreased with age, with 19% of those aged 18–24 and 20% of those aged 25–34 needing to do so, compared with 7% of those aged 55+. Those aged 18–24 were most likely to have changed their workload or reduced hours due to high or extreme levels of pressure or stress, while those aged 35–44 were most likely to have chosen not to disclose their high levels of pressure or stress (24%).

Social grade: People in ABC1 were more likely (24%) to agree that their performance or productivity had been impacted but they didn't reduce their workload or hours, compared with those in C2DE (16%).

Nations: People in Northern Ireland were most likely to have taken leave (short-term sick leave, long-term sick leave, or unpaid leave) due to high stress (26%), compared with 16% in England, 16% in Scotland, and 14% in Wales.

Parental status: Non-parents/guardians (24%) were 6% more likely than parents/guardians (18%) to say that productivity or performance was impacted, but they didn't adjust work hours or take time off.

Formal working arrangements: Those who were based away from home but working from a fixed location (field-based) were most likely to agree they'd taken unpaid leave due to high levels of pressure or stress in the past year (10%), compared with 5% who worked in a fixed location, 3% who were home-based, and 2% who were hybrid/agile.

How high levels of pressure or stress have impacted people's work in the past year

| Category	Value
I took short-term sick leave (up to four weeks)	8%
I took long-term sick leave (more than four weeks)	4%
I lost my job as a result	2%
I worked flexible or different hours, or I reduced my workload	12%
My productivity or performance was impacted, but I didn't adjust my work hours or take time off	21%
My productivity or performance was not impacted, and I didn't adjust my work hours or take time off	15%
I chose not to disclose my high levels of pressure or stress	19%
I took unpaid leave	4%
None of these	38%
Don't know	3%

When asked if they have taken time off in the past year due to health challenges while waiting for NHS treatment, 15% of working adults agreed that they needed to take time off work.

The majority (72%) of people did not agree they needed time off work due to health challenges while waiting for NHS treatment. However, it's alarming that 3 in 10 (28%) people aged 18–24 had to take time off work due to health challenges while waiting for NHS treatment, declining with age to 9% of those aged 55+, even accounting for the fact that more people in that age group are likely to be retired.

Age: The likelihood that someone needed to take time off work due to health challenges while waiting for NHS treatment decreased with age. 28% of people aged 18–24 agreed they had needed time off work for this reason in the last year, decreasing to 9% of people aged 55+ who have not yet retired.

Nations: People in Northern Ireland (21%) were most likely to agree they had taken time off work due to health challenges while waiting for NHS treatment, while those in Wales were least likely to agree (13%). Meanwhile, 15% of those in England and 14% of those in Scotland agreed that they had taken time off while waiting for NHS treatment.

Agreement with: "I have taken time off work in the past year due to health challenges while waiting for NHS treatment"
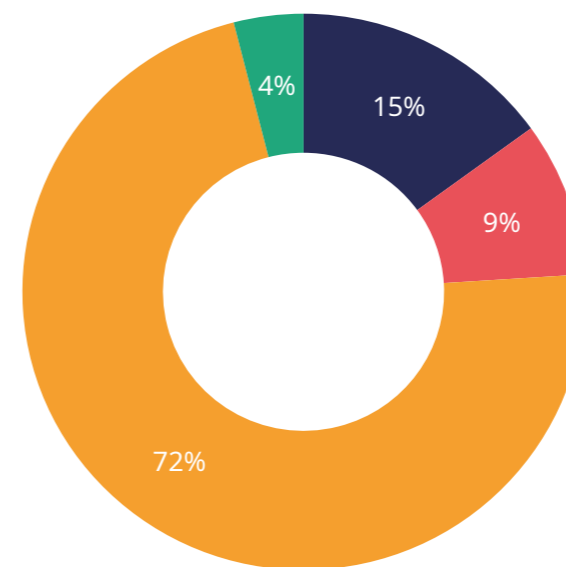
- ■ Tend to agree, Strongly agree
- ■ Neither agree nor disagree
- ■ Tend to disagree, Strongly disagree
- ■ Don't know

Workplace mental health support

Lack of employer plans to prevent burnout in their staff

There are tentative signs that the growing need for better mental health support for colleagues is being recognised, but despite a slight improvement, 45% of UK workers do not think their organisation has plans in place to help them manage stress and prevent burnout, meaning they may not be feeling adequately supported by their employers.

Our recommendation to employers looking to improve colleague wellbeing is to introduce personally tailored wellbeing action plans to help individuals to think about what they need to do to stay well at work and what kind of support is needed if they became unwell/too stressed. In addition, we would also encourage an organisation-wide plan or risk assessment for stress, which identifies a risk for staff and explores ways of removing or reducing the risk.

- **Age[16]:** A higher percentage of workers aged 18–24 (41%) said their employer had plans in place to help colleagues spot the signs of chronic stress and prevent burnout in employees, in contrast with those aged 45+ (30%). Workers aged 55+ were least likely to know if plans were in place, with 1 in 4 saying they did not know.

- **Social grade[17]:** The gap between ABC1 workers (35%) and C2DE workers (28%) who say their workplace has a plan in place has remained largely consistent, but there have been slight improvements in each group.

- **Nations:** Workers in Northern Ireland were more likely to know that they had plans in place (43%). 37% of Welsh workers said they had a plan, while 32% of English workers agreed. Scottish workers were less likely to say they had plans in place, with just over 1 in 4 (27%) saying they had a plan.

Proportion of organisations with plans in place to spot signs of chronic stress and prevent burnout in employees

- 32%
- 45%
- 23%
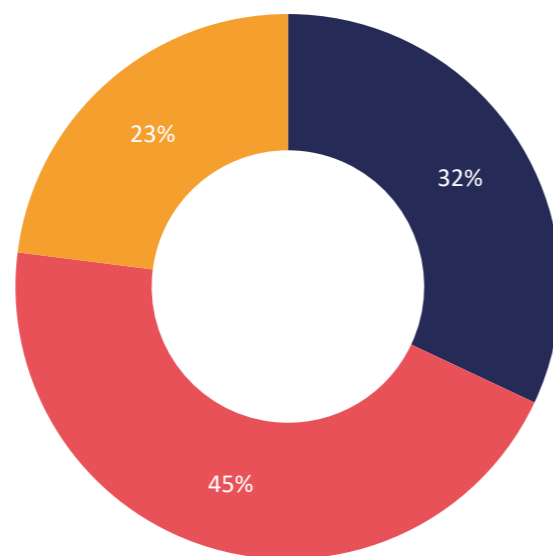
- ■ Yes, it has plans in place
- ■ No, it does not have any plans in place
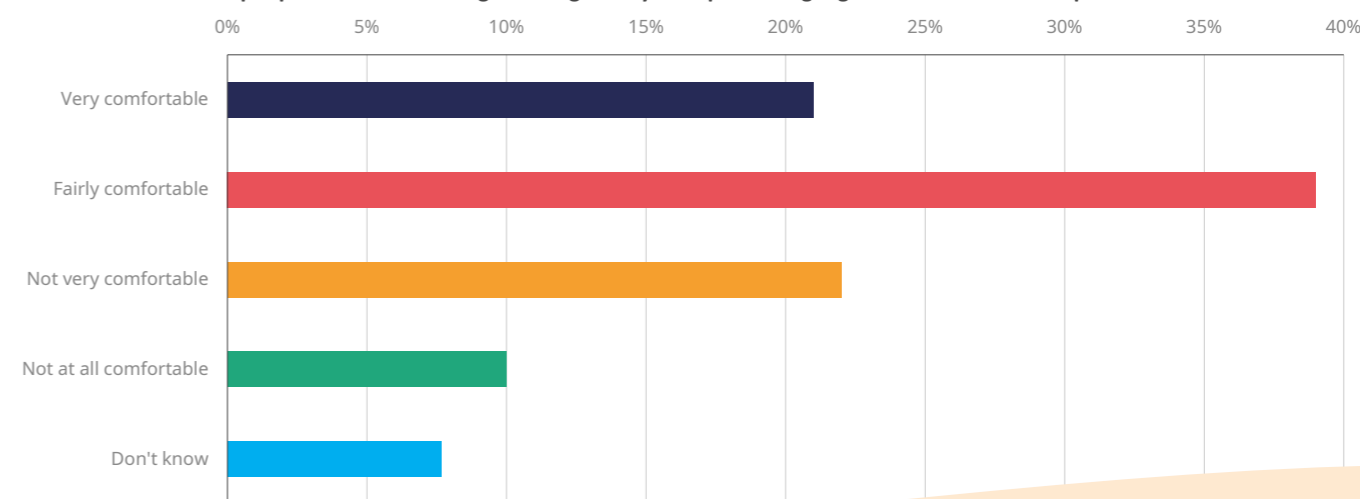- ■ Don't know

Talking about mental health at work

We know the importance of creating working cultures and environments where talking about our mental health is welcomed and invited – where we are better able to spot the signs of stress and prevent burnout.

It's encouraging to see a 3% increase overall (60% vs. 57%) in the number of working adults who feel comfortable letting their line manager or senior leader know about high or extreme levels of pressure and stress at work, but there are still around a third of workers (32%)[18] who do not feel comfortable raising these concerns.

Alarmingly, at a time of record numbers of young people out of work due to long-term sickness, the number of younger workers aged 18–24 who feel comfortable opening up to a line manager or senior leader about pressure and stress dropped sharply from 75% to 56% this year.

- **Gender[19]:** Women (61%) were similarly as comfortable as men (60%) when it comes to letting their line manager know if they are experiencing high or extreme levels of pressure and stress at work.

- **Age[20]:** The percentage of workers aged 18–24 who feel comfortable letting their managers know that they're experiencing high or extreme levels of pressure and stress at work dropped by an alarming 19%, to 56%. Those aged 25–34 felt most comfortable (69%) sharing high or extreme levels of pressure or stress with a line manager or leader. Those aged 35–44 were most likely to not feel comfortable (36%) followed by those aged 18–24 (34%) and 55+ (34%).

- **Social grade[21]:** Workers from an ABC1 social grade (63%) were 7% more comfortable than workers from a C2DE grade (56%) in letting their line manager or a senior leader know they were experiencing high or extreme levels of pressure and stress at work.

- **Region[22]:** In England, those in London were most likely to feel comfortable (65%) letting their line manager or senior leader know if they are experiencing high or extreme levels of pressure and stress at work, while those in Yorkshire and the Humber were most likely to feel uncomfortable (38%) letting a line manager know.

How comfortable people would feel telling a manager they're experiencing high or extreme levels of pressure and stress at work

Employer ability to support employee mental health

Given that high levels of stress and pressure at work contribute directly to burnout, we wanted to know if employees feel that their manager has the necessary skills to support them with their mental health at work.

New for our 2025 report, our results show that one in four people (25%) do not feel their manager has the necessary skills to support their mental health at work, 20% neither agree or disagree, and 9% don't know.

While it's encouraging that almost half (46%) of people feel their manager has the necessary skills and understanding to support with their mental health, it is worrying that one in four feel unsupported at work, which represents a significant number in the working population.

Gender: Women were slightly more likely (47%) to agree their manager had the necessary skills to support with mental health at work than men (44%).

Age: Those aged 35–44 were most likely to disagree that their manager had the necessary skills to support their mental health at work. Those aged 18-24 were least likely to disagree (17%).

Social grade: Those in the social grade ABC1 were 7% more likely to agree their manager had the necessary skills to support with mental health (48%) than those in the social grade C2DE (41%).

Nations and Regions: Those in the East of England (30%) were most likely to disagree that their manager had the necessary skills to support with mental health, compared with 16% in Northern Ireland.
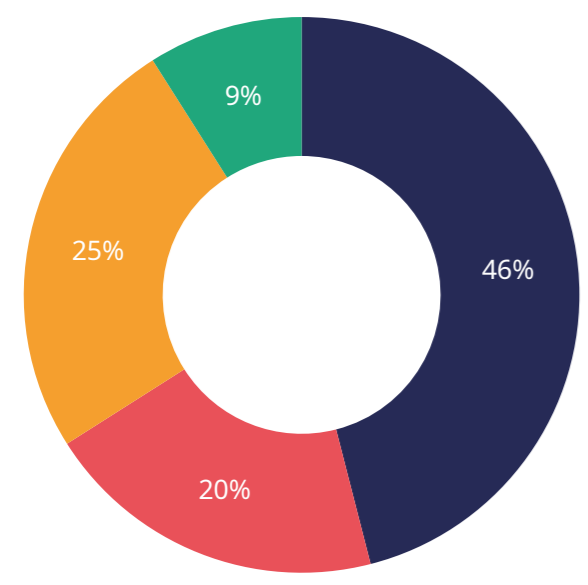
Agreement with: "My manager has the necessary skills to understand and support me with my mental health at work"

- ■ Tend to agree, Strongly agree
- ■ Neither agree nor disagree
- ■ Tend to disagree, Strongly disagree
- ■ Don't know

46%
9%
25%
20%

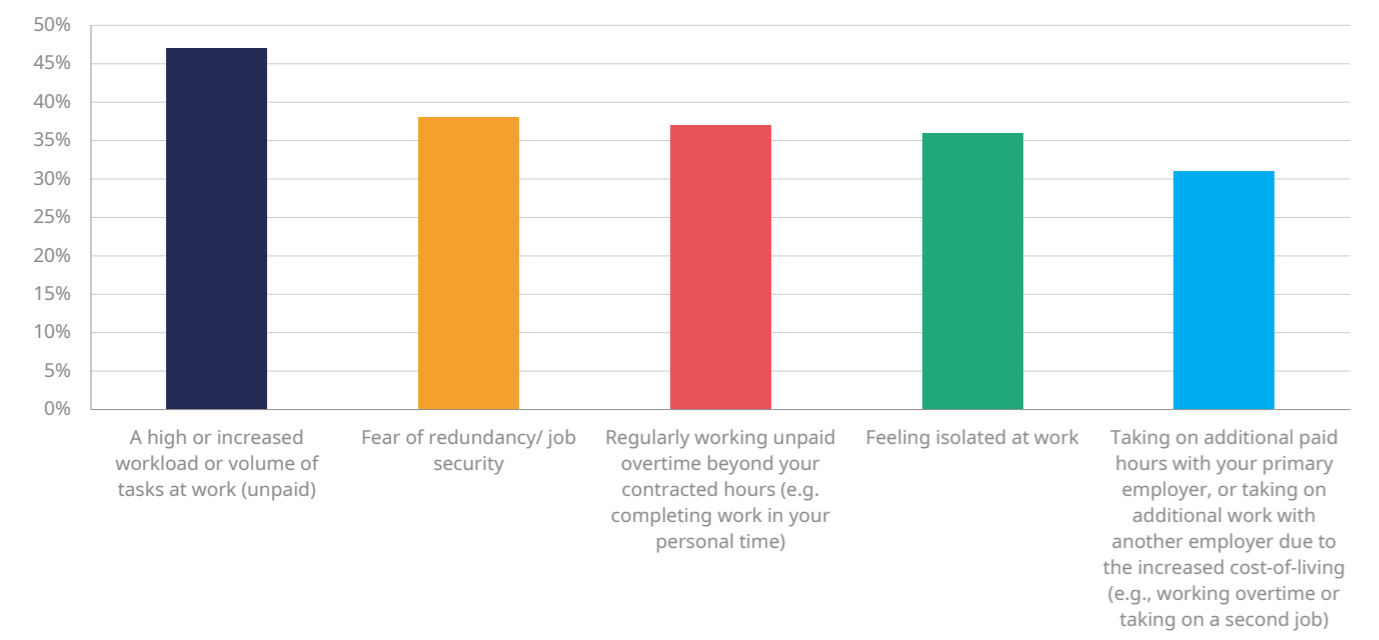# Contributing factors inside and outside of the workplace

Factors in the workplace

This year, a 'high or increased workload or volume of tasks at work — unpaid' continued to be the top driver of stress and potential risk factor for burnout, with 47%[23] of people agreeing that this had been the case. 'Fear of redundancy/job security' (38%)[24] overtook 'regularly working unpaid overtime beyond contracted hours' (37%)[25] as the second most common driver of stress in the workplace. Despite slight general decreases across many of the risk factors for burnout within work this year, the survey shows that high workloads, fear of redundancy, and having to work unpaid overtime are still a source of stress for many people.

Working arrangements continued to affect workers' levels of stress. 34%[26] of field-based workers cited their working arrangements as driving stress, compared with 29%[27] of those working from a fixed location, 19%[28] of home-based workers, and 16%[29] of hybrid workers. This year, one in four of all working UK adults (26%)[30] said that being mandated to return to working from a fixed base such as an office had caused stress which may have contributed to burnout.

Gender[31]: Women (50%) were 6% more likely than men (44%) to report a 'high or increased workload or volume of tasks at work — unpaid.' Women (39%) were also 5% more likely than men (34%) to say that 'regularly working unpaid overtime beyond your contracted hours' had caused stress and may have contributed to burnout.

Nations and Regions[32]: Comparing the four nations, 41% of workers in Northern Ireland said that taking on additional paid work due to the increased cost of living had caused stress that may have contributed to burnout, compared with 31% in England, 28% in Wales and 27% in Scotland.

People in Wales were most likely (47%) to agree that 'fear of redundancy/job security' had driven stress, compared with 42% in Northern Ireland, 37% in England and 36% in Scotland.

People in Northern Ireland (38%) and London (32%) were most likely to agree that being mandated to return to working from a field or fixed-base location had caused stress, compared with 26% in England, 25% in Wales, 24% in the South of England, 23% in Scotland, and 21% in the East of England.

Working location[33]: Those working from a field-based location — i.e., away from home but in a variety of locations — and those who worked from home were most likely to report feeling isolated at work (39%) compared with 36% who worked in a fixed location (i.e., an office) and 35% who worked in a hybrid or agile way.

Top five factors in working life that have caused stress in the past year and may contribute towards burnout (by net agreement)

Factor	Value
A high or increased workload or volume of tasks at work (unpaid)	47%
Fear of redundancy/ job security	38%
Regularly working unpaid overtime beyond your contracted hours (e.g. completing work in your personal time)	37%
Feeling isolated at work	36%
Taking on additional paid hours with your primary employer, or taking on additional work with another employer due to the increased cost-of-living (e.g., working overtime or taking on a second job)	31%

Workplace wellbeing and fulfilment

Wellbeing in the workplace can be an important indicator of burnout. This year, we wanted to know if people feel fulfilled and valued at work, or if they feel bored or lonely.

Less than one-third (29%) of workers say they feel fulfilled at work, one in four (23%) say they feel bored at work, and nearly a fifth (17%) feel lonely at work. A sense of enjoyment, fulfilment and connection with colleagues is essential for employers to retain workers and prevent high staff turnover.

Gender: Men were more likely to say they feel valued at work (39%) than women (35%). Men were slightly more likely to say they felt bored at work (25%) than women (22%).

Age: One in three people aged 18–24 said they feel bored at work (33%). Those aged 35–44 were least likely to say they felt fulfilled at work (25%) or valued at work (34%). Those aged 55+ were most likely to say they could switch off from work when they need to (46%) while those aged 18–24 were least likely (33%).

Social grade: Just 30% of people in social grade C2DE felt valued at work compared with 41% of people in social grade ABC1.

Nations and Regions: Workers in London were least likely to say they could switch off from work when they need to (28%), while people in Wales were most likely (50%). Those in Northern Ireland (23%), the North of England (26%), and Scotland (26%) were least likely to say they feel fulfilled at work, compared with 32% in London and 33% in the Midlands.

Working location: Home-based workers were least likely to say they feel fulfilled at work (23%) and most likely to say they feel lonely at work (21%). However, they were also most likely to say they were able to switch off from work when they need to (45%).

How people feel at work based on their experiences and personal wellbeing
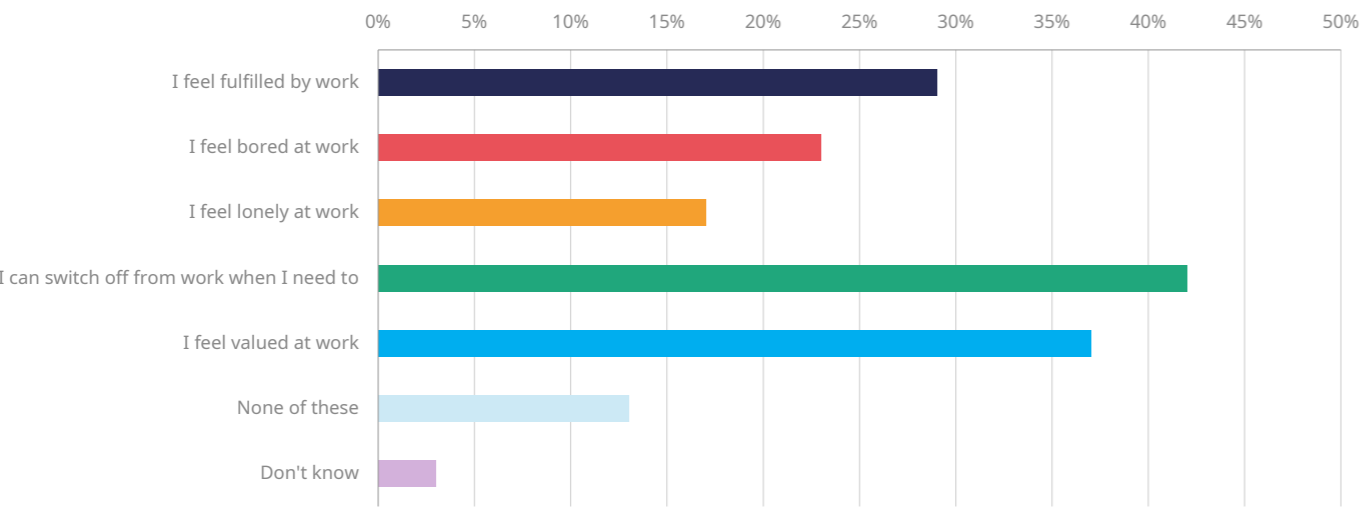
The impact of burnout on our lives

Burnout's effects extend beyond the workplace, affecting a large portion of our lives and general wellbeing. This year, we asked people to imagine they have experienced high or extreme levels of pressure in the past year, and to choose the areas of their lives they believe would be impacted as a result.

These findings highlight the ripple effects that high or extreme levels of pressure and stress can have throughout someone's life, limiting their ability to engage in protective behaviours such as sleep, good diet, exercise, and relationships with other people.

Two-thirds of working UK adults said that high or extreme levels of pressure or stress impacted sleep (64%), while nearly half highlighted diet (45%) or self-confidence (44%). Relationships are also impacted, with 40% saying high levels of stress affect relationships with friends and family, and 34% saying they affect relationships with a partner.

Gender: Women appear to be more affected by high or extreme levels of pressure or stress. For example, they were more likely to say high or extreme levels of pressure or stress affects sleep (69%) than men (59%); relationships with friends and family (42% vs. 37%) and self-confidence (48% vs. 40%).

Age: Those aged 45–54 were most likely to say high or extreme levels of pressure or stress impacts sleep (71%), while those aged 18–24 were least likely (50%). The likelihood that someone said hobbies are impacted by high levels of stress decreased with age, from 40% of 18–24-year-olds to 21% of those aged 55+.

Social grade: Those in social grade ABC1 were more likely to say high levels of stress impact sleep (66%) than those in C2DE; diet (48% v 40%); and self-confidence (46% v 40%).

Nations: People in Wales were most likely to agree that high levels of stress impacted sleep (76%), self-confidence (59%), and diet (57%). People in Scotland were most likely to say high levels of stress would impact finances (32%).

Parental status: Parents/guardians were more likely to say high levels of stress would impact relationships with partners (38%) than non-parents/guardians (30%).

Areas of life people imagine would be impacted by having experienced high or extreme levels of pressure or stress
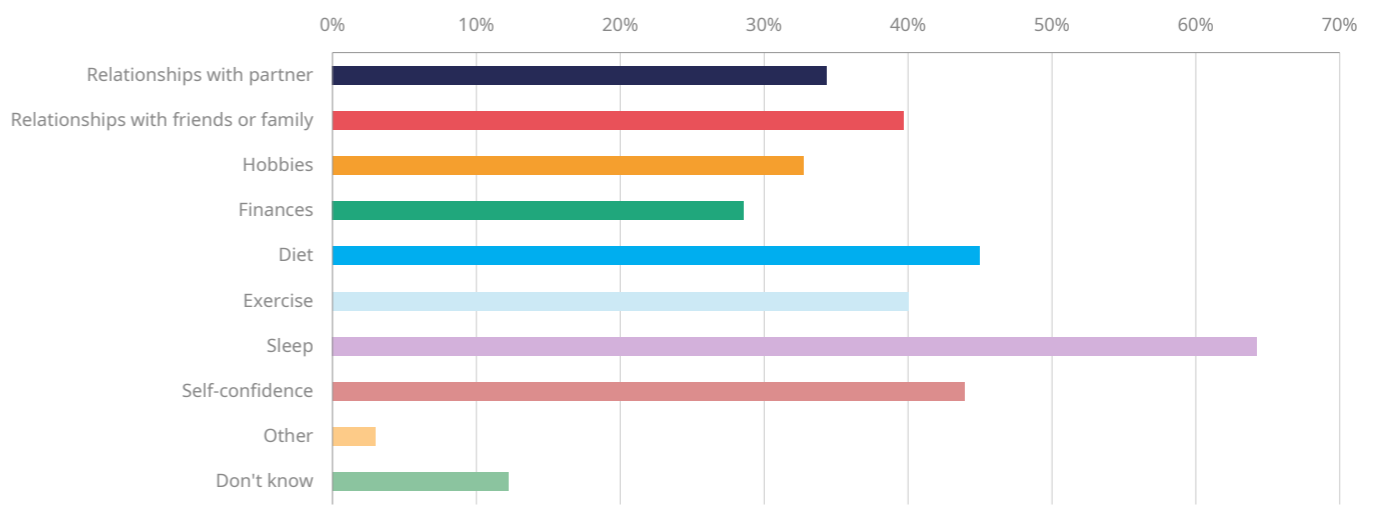
This year, the top factors that drove stress outside of work and may have contributed to burnout were poor sleep (61%)[34], money worries (49%)[35], poor physical health (42%)[36] and feeling isolated (39%)[37]. Meanwhile, almost one third cited problems in personal relationships (32%)[38] as contributing to burnout, alongside caring responsibilities (27%)[39] such as for elderly relatives, and parenting responsibilities (22%). 50% of parents with children aged 4 years and under reported that challenges accessing childcare caused stress and may contribute to burnout.

While we're encouraged that the number of people agreeing factors such as poor sleep, money worries, and poor physical health had contributed to stress and burnout has dropped slightly on last year, significant numbers of people continue to agree that they have been affected by such challenges, with two in three UK adults agreeing poor sleep had driven stress, half saying money worries had been a factor, and four in ten affected by stress caused by poor physical health.

Gender[40]: Women were more likely than men to agree that poor sleep had driven stress (64% vs 57%); more likely to agree money worries had driven stress (52% vs 45%); and 6% more likely to agree that poor physical health had driven stress (45% vs 39%).
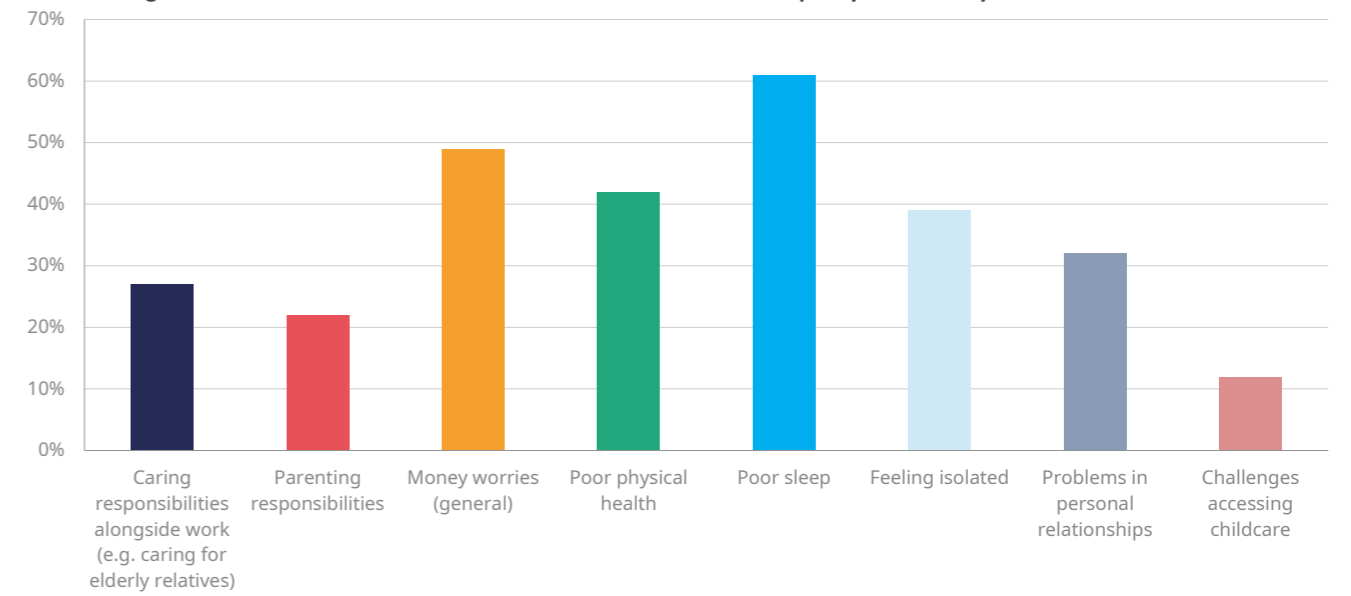
Age[41]: Those aged 18–24 were twice as likely as those aged 55+ to say that money worries had driven stress that may have contributed to burnout (62% vs 31%).

Nations[42]: 69% of people in Northern Ireland said poor sleep had caused stress this year — higher than any other group.

Parental status: One in three parents or guardians said parenting responsibilities had driven stress that may have contributed to burnout. Meanwhile, 15% said challenges accessing childcare had driven stress, rising to 50% among parents with children aged 4 years and under.

Net agreement that these external factors have caused stress in the past year and may contribute towards burnout

Factor	Net agreement
Caring responsibilities alongside work (e.g. caring for elderly relatives)	27%
Parenting responsibilities	22%
Money worries (general)	49%
Poor physical health	42%
Poor sleep	61%
Feeling isolated	39%
Problems in personal relationships	32%
Challenges accessing childcare	12%

Supportive factors

This year, the three most protective factors in alleviating stress and preventing burnout among UK workers were again having a supportive network of family and friends outside of work (70%)[43], exercising regularly (58%)[44] and having a healthy work-life balance (67%)[45]. This is followed by positive changes to diet (46%)[46], having a supportive line manager at work (55%)[47], having a supportive network of professional colleagues or peers (49%)[48], and reasonable adjustments at work (45%). The findings highlight the importance of supportive networks, a healthy lifestyle, and a wellbeing-led work culture.

Interestingly, those aged 18–24 appear to value workplace initiatives such as professional support for mental health the most, as well as benefitting most from time off to alleviate stress, which could suggest changing attitudes and values around work among young people.
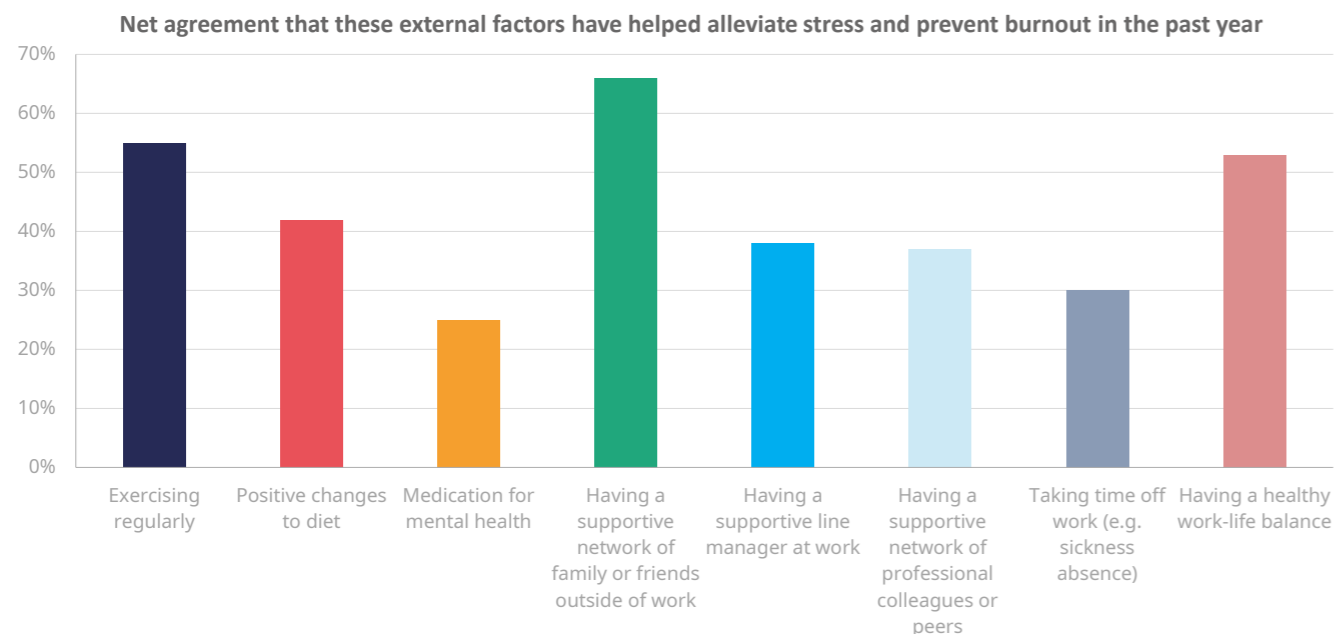
Gender[49]: Women were 9% more likely than men to agree having a supportive network of family or friends (70% vs. 61%) and 4% more than men to agree having a supportive network of professional colleagues or peers (39% vs. 35%) helped relieve stress.

Age[50]: Those aged 18–24 were most likely to say time off work had helped relieve stress and protect against burnout (51%), decreasing to 15% of those aged 55+. Those aged 18–24 were also most likely
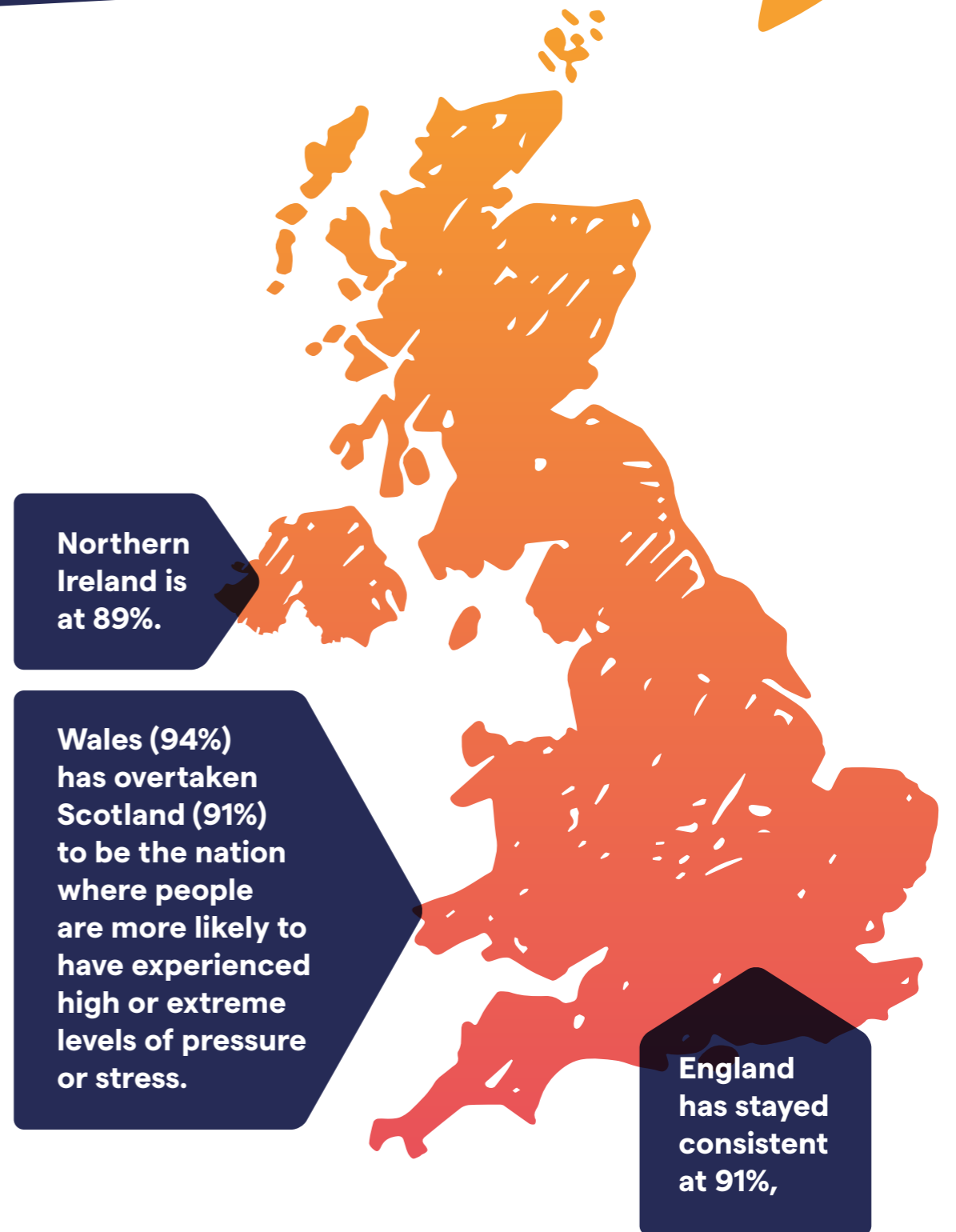
to say reasonable adjustments at work (54%) and professional support for mental health (44%) had alleviated stress and protected against burnout, which also declined with age.

Social grade[51]: Workers in the ABC1 social grade were 14% more likely to agree that having a healthy work-life balance had alleviated stress compared with those in C2DE (59% vs. 45%).

Working location[52]: 75% of those who were 'hybrid or agile' and 71% of those who were home-based agreed that having a healthy work-life balance had helped them alleviate stress and prevent burnout, compared with 64% of those who were field-based or based in a fixed location respectively.

Net agreement that these external factors have helped alleviate stress and prevent burnout in the past year

Burnout across the nations

Northern Ireland is at 89%.

Wales (94%) has overtaken Scotland (91%) to be the nation where people are more likely to have experienced high or extreme levels of pressure or stress.

England has stayed consistent at 91%,

Recommendations

While our findings show marginal improvements in burnout prevention, levels of pressure and stress remain high across the UK, with particularly concerning trends among younger workers and underrepresented groups.

Young people face unique and complex mental health challenges that previous generations did not, creating significant ripple effects in the workforce. Over one in four people aged 18–24 have needed time off work in the past year due to health challenges while waiting for NHS treatment, and their confidence in discussing stress with line managers has sharply declined. Younger workers may also face age-related stereotypes, such as being perceived as less reliable or inexperienced, which can impact their sense of belonging and increase burnout risks. Inclusivity means addressing these stereotypes while fostering environments that value contributions across all age groups.

Intersecting identities such as race, gender, and disability further exacerbate stress and burnout, with ethnic minorities, women, and those in lower-paid sectors disproportionately affected. Creating inclusive and equitable workplace cultures is critical to addressing the compounded challenges faced by these groups.

Our recommendations emphasise proactive and preventative measures, targeting support for young people and underrepresented groups. Employers should develop mental health strategies with these groups to ensure relevance and effectiveness.

Fostering environments where mental health is prioritised and diverse voices are heard is essential to reducing burnout and enhancing productivity. Without these concerted efforts, we risk failing the next generation of workers and perpetuating systemic barriers to workplace wellbeing.

Our recommendations for employers

Employers must take action to protect both the physical and mental health of their employees. It is essential that they implement and maintain working practices that actively promote positive mental health in the workplace.

Culture and policy

- **Have a strategy, policy, or plan for employee mental health.** It should be proactively implemented and regularly reviewed to prevent chronic stress and burnout, as well as to treat it.

- **Senior leaders should be visible in championing workplace mental health and how they maintain their own wellbeing.** This is a powerful tool and can "give permission" to a workforce to do the same. For example, senior leaders and managers should maintain a healthy work-life balance and refrain from working when they are unwell.

- **Ensure that workloads are reasonable and achievable.** High workloads are a leading cause of stress. It is a false economy to ask people to do too much if it leads to them leaving or going off sick.

- **Promote a cultural shift in the perception around taking time off when sick or utilising annual leave.** Recognise and promote that when employees are not well, they will underperform. Encourage a culture where taking time off for health reasons is normalised and supported.

- **Offer a physical health programme that complements mental health and wellbeing initiatives,** giving employees the chance to include exercise and various physical activities in their daily routine.

- **Create holistic wellbeing strategies** that acknowledge and address the interconnected factors outside of work that affect employees' mental health. Since financial worries are a significant source of stress, provide financial support through training and alternative pay schemes to help manage finances.

- **Enforce zero-tolerance policies.** Address bullying and harassment with robust, well-communicated procedures.

Consultation and collaboration

- **Build inclusive employee networks and mission boards** to allow representation and insight from all demographics, bridging cultural gaps and building understanding of managing mental health and reducing stigma around mental health self-care and taking time off.

- **Young people must be consulted when implementing burnout prevention plans,** and particular attention should be paid to the wellbeing of young people. This is imperative given the record numbers of young people who are experiencing high levels of stress and pressure in the workplace.

- **Collaborate with diverse voices.** Involve young workers, ethnic minorities, and marginalised groups in creating wellbeing policies together. This approach helps ensure that the strategies are fair and consider the unique challenges faced by different people.

- **Collaborate between line managers and HR** to ensure a clear understanding of what reasonable adjustments are available, when to offer them, and how to implement them.

- **Regularly check in about workload and challenges.** Focusing on this alongside the tasks and projects themselves can help stay ahead of any issues and plan accordingly.

- **Wellbeing check-ins should feature in 1:1s and team meetings.** Wellbeing should be asked about and talked about regularly so that managers and colleagues can support proactively. For example, having wellbeing on all meeting agendas encourages discussion around wellbeing in the workplace.

Training and development

- **Managers play a key role and need to be supported accordingly.** They should be well-versed in policies, capable of supporting staff, maintaining boundaries, and fostering an open culture. Providing them with the necessary training and support is essential.

- **Offer training sessions** — such as those provided by Mental Health UK — to help employees and managers understand the importance of good mental health and how to maintain it. These sessions should include how to have supportive conversations and the importance of role modelling mentally healthy behaviour at work.

- **Recognising and referring burnout.** Train managers to identify early signs of burnout and provide clear pathways to mental health support services, including Employee Assistance Programmes (EAPs). Incorporate guidance on creating psychological safety to encourage open discussions about stress and mental health.

- **Train managers on flexible working and reasonable adjustments.** Ensure managers feel confident implementing flexible working hours and using reasonable adjustments to support employees' diverse needs.

- **Develop inclusive awareness training** that addresses various factors impacting employees' mental health, such as menopause, neurodivergence and disability.

The role of workplace training

This year's report indicates that many workers feel unsupported, with a lack of plans to help them manage stress and prevent burnout. Evidence suggests that investing in a Mental Health Awareness training programme improves employee wellbeing and productivity. Awareness through this training can help recognise burnout signs early, encourage prompt intervention, and promote work-life balance which increases resilience. Training also boosts confidence in using internal and external mental health resources.

The Burnout Report 2025 also reveals that despite the growing discourse around mental health, a significant proportion of employees feel their managers lack the skills to support them. Managers engaging in specific courses for leadership roles, such as Mental Health for Managers, can be trained in empathic communication to create an open environment, helping address issues before they escalate.

Wellbeing Champions training can also significantly enhance workplace culture, and training on adopting these roles can be transformative for forward-thinking workplaces.

Mental Health UK offers courses and support in these areas specifically for workplaces. For any further information on our Mental Health Awareness, Mental Health for Managers, or Wellbeing Champions courses, please contact: **training@mentalhealth-uk.org**

Behaviours

- **Encourage opportunities for employees to look after their mental health** and recognise positive practice.

- **Managers should promote a healthy work-life balance,** encouraging employees to take regular breaks and ensuring these breaks are taken, also ensuring employees use their full annual leave entitlement. Where overtime is required, employers should discourage excessive overtime and set clear expectations for what is required.

- **Acknowledge and appreciate employees' hard work and achievements.** Implement a fair and transparent rewards system to recognise good performance based on accomplishments but prioritising mental wellbeing over excessive work.

- **Foster a culture of care and collaboration,** encouraging team-building activities and social interactions for all staff while considering individual differences. Avoid stigmatising language around mental health and mental illness.

- **Provide and communicate confidential access to resources** such as counselling services or Employee Assistance Programmes (EAPs).

- **Conduct regular assessments of workplace stressors and burnout risks.** Adjust policies and practices based on employee feedback and changing work conditions.

Snapshot: What all employers should take away from the 2025 Burnout Report

- **Mental health policies must be clear,** proactive, and regularly reviewed.
- **Leaders should model healthy work habits** and prioritise wellbeing.
- **Manage workloads to prevent stress** and normalise taking time off when needed.
- **Make wellbeing a regular part** of workplace conversations.
- **Include diverse perspectives** when shaping initiatives.
- **Recognise employee contributions** while fostering a supportive culture.
- **Provide accessible mental health resources** like EAPs or counselling services.

Contact the Mental Health UK Workplace Mental Health and Training team via email at training@mentalhealth-uk.org or by phone on 03332 225 878 for bespoke support.

Our recommendations for employees

While the role of the employer is critical in preventing burnout, employees can take some proactive steps to help manage stress and prevent burnout.

Steps you can take to prevent burnout

Understand and manage Stress
Use tools like the **Mental Health UK Stress Bucket** to identify challenges and positive strategies for managing stress. Recognising these factors makes it easier to take action.

Create a personal wellness plan
Reflect on what good mental health looks like for you. Complete a **Mental Health UK Wellness Action Plan** and identify steps to take if you or others notice signs that you're struggling.

Utilise workplace support
Take advantage of Employee Assistance Programmes (EAPs) if available. If additional or longer-term support is needed, speak to your GP.

Champion mental health at work
Encourage openness, practice compassion, and role model positive stress management techniques to foster a supportive and productive workplace culture.

Set work-life boundaries
Define clear work hours and stick to them. Turn off work-related devices and notifications outside these hours. Address excessive workloads by discussing flexibility or seeking additional support.

Take regular breaks
Step away from your desk periodically to recharge. Use your allocated annual leave and plan holidays to give yourself time to unwind.

Focus on the Four Pillars of Health
Pay attention to sleep, exercise, nutrition, and stress management. Engage in activities outside of work that bring joy and relaxation.

Communicate with your manager
Regularly discuss workload and expectations with your manager. Be honest about challenges and request support when needed. Delegate tasks or share workloads where possible.

Set realistic goals
Break large projects into smaller, manageable tasks with achievable deadlines to prevent feeling overwhelmed.

Build a supportive network
Share concerns and experiences with trusted colleagues. A supportive peer network can provide valuable advice and emotional support.

Practice mindfulness
Incorporate mindfulness techniques into your day. Use short breaks for meditation or deep breathing to help manage stress and maintain focus.

The role of sleep in managing stress

The top factor driving stress outside of work was poor sleep (61%). Improving sleep hygiene is essential for building resilience against workplace stress:

- **Stick to a routine:** Sleep and wake at the same time daily.
- **Create a calm space:** Keep your bedroom dark, quiet, and cool.
- **Unwind:** Relax before bed — avoid screens and work emails.
- **Watch intake:** Limit caffeine, alcohol, and heavy meals in the evening.
- **Stay active:** Regular exercise improves sleep but avoid intense workouts late at night.
- **Manage stress:** Try mindfulness or jot down worries before bed.
- **Seek help:** Contact your GP or an EAP if sleep problems persist.

For more advice, visit **Mental Health UK Sleep Resources**.

Guidance for remote workers

Remote and hybrid work can pose unique challenges like isolation and blurred boundaries. To prevent burnout:

- **Set boundaries:** Create a dedicated workspace and log off from systems outside working hours.
- **Build connections:** Schedule virtual chats with colleagues and check in regularly with your manager.
- **Take proactive breaks:** Step away regularly and incorporate energising activities like stretching or short walks.

Resources and tailored support

Finding support

If it is an emergency or there is risk to life, please call 999 or go to your nearest Accident & Emergency (A&E) department. Urgent mental health support can also be accessed by calling NHS 111 in England, Scotland and Wales.

Further support can be accessed via the organisations below.

Mental Health UK
Mental Health UK works to deliver both national and local services that enable and empower people to understand and manage their mental health in a person-centred and empathetic way. Our website has a wealth of information and resources you can use to manage your own mental health and support others with theirs.

mentalhealth-uk.org
info@mentalhealth-uk.org

Rethink Mental Illness
Operating in England, Rethink Mental Illness deliver services that keep people safe and well in the community, preventing their needs from escalating, supporting independent living and empowering people to know their rights and to access the support and care that they are entitled to. The Rethink Mental Illness Advice Service offers practical help on issues such as the Mental Health Act, community care and welfare benefits, living with mental illness, medication and care.

rethink.org
advice@rethink.org
0808 801 0525 (Freephone)

Change Mental Health
Working across Scotland, Change Mental Health place the individual at the heart of what they do and build the support they need to move forward with their lives. Their Advice and Support Service is open Monday to Friday, 10am to 4pm, where advisers can signpost callers to local support that most fits their needs, including their own Change Mental Health services. Change Mental Health offer initial advice on money worries and help to deal with emergencies.

changemh.org
advice@changemh.org
0808 8010 515 (Freephone)

Adferiad
Adferiad is a member-led charity that provides help and support for people with mental health, addiction, and co-occurring and complex needs, to maximise their personal potential, and achieve a better quality of life. Operating across Wales, their expert staff and volunteers apply a whole person approach to help people in all areas of their lives so they can live with dignity and as independently as possible.

adferiad.org
01492 863000 (North Wales)
01792 816600 (South Wales)

MindWise
MindWise is a leading mental health charity in Northern Ireland. Through their 30 key services, they support the recovery of 9,000 people affected by mental health issues every year, including carers, families and children. They campaign for change and fight stigma and discrimination.

mindwisenv.org

Samaritans
Samaritans provide a free helpline available 24/7 for anyone needing emotional support. Whether you are struggling to cope or need someone to listen they will listen without judgement or pressure.

samaritans.org
jo@samaritans.org
116 123

Shout
Providing free confidential 24/7 crisis support across the UK for anyone experiencing a mental health crisis or in need of support.

giveusashout.org
Text SHOUT to 85258

Hub of Hope
An online database of national and local mental health support. Bringing community, charity, private and NHS mental health support and services together in one place, searchable by postcode and type of support.

hubofhope.co.uk

NHS
The NHS website contains a comprehensive A–Z guide on physical and mental health conditions, providing information on symptoms, possible treatments and medications. It also provides access to your NHS account, supporting you to find local services, book appointments with your GP and self-refer to NHS talking therapies.

nhs.uk

Your Employee Assistance Programme (EAP)
Many workplaces offer Employee Assistance Programmes (EAPs) that provide counselling services. We suggest contacting your HR department at work to enquire about what support services they have in place, such as an EAP or other service. The counselling offered may only be short-term (i.e., up to six sessions), if this is the case consider speaking to your GP for longer-term support.

Tailored support offered by Mental Health UK's Workplace Mental Health and Training team

Mental Health UK has a dedicated workplace mental health and training team. We pride ourselves on our tailored approach to supporting mental health at work. We can work on a retainer basis in partnership with organisations, providing consultancy to ensure we understand the challenges and objectives of each organisation we work with to tailor a long-term transformational package to help create and maintain mentally healthy workplace cultures.

Our support includes:
- **Mental Health Awareness training for managers**
- **Mental Health Champions training**
- **Facilitated Peer Support groups**
- **Therapeutic coaching**
- **Consultancy**
- **Talks and Webinars on pertinent mental health topics**

mentalhealth-uk.org/ workplace-mental-health

References

[1] All figures related to the Burnout Report 2024, unless otherwise stated, are from YouGov Plc. Total sample size was 2,060 adults of which 1,132 were workers. Fieldwork was undertaken between 14th and 15th December 2023. The survey was carried out online. The figures have been weighted and are representative of all UK adults (aged 18+).

[2] 2024 age: A higher proportion of workers aged 18–24 (56%) worked from a fixed location, while a higher proportion of workers aged 25–44 (29%) have a 'hybrid' or 'agile' working arrangement.

[3] 2024 social grade: A higher proportion of those from ABC1 social grade work from home or hybrid (46%) compared to those from C2DE social grade (20%). Meanwhile a higher proportion of those from C2DE social grade work from fixed or field-based locations (72%) than those from ABC1 social grade (52%).

[4] 2024 gender: Women (93%) were 5% more likely than men (88%) to experience high or extreme levels of pressure or stress.

[5] 2024 age: 95%

[6] 2024 nations: Wales (88%), Scotland (92%), England (91%), and Northern Ireland (87%).

[7] 2024 working status: Full-time students (95%), Unemployed (95%), Full-time workers (93%), Part-time workers (91%).

[8] 2024 parents: Those in households with children were on average 4% more likely (94%) than those without children (90%) to experience high or extreme levels of pressure or stress.

[9] 2024 gender: Men (22%) agreed more than women (18%) that they needed to take time off work due to poor mental health caused by pressure or stress in the past year.

[10] 2024 age: Workers aged 18–24 (34%) agreed most with the statement that they needed to take time off work due to poor mental health caused by pressure or stress in the past year. The older the respondent, the smaller the tendency to agree was — with 23% of workers aged 25–34, 20% aged 35–44, 18% aged 45–54, and 15% of workers aged 55+ agreeing with the statement.

[11] 2024 region: Workers based in London (28%) agreed most with the statement that they needed to take time off work due to poor mental health caused by pressure or stress in the past year.

[12] 2024 parents: Non-parents/guardians (23%) agreed more than parents/guardians (18%) that they needed to take time off work due to poor mental health caused by pressure or stress in the past year.

[13] 2024 age: 55+ (83%) felt most able to manage their stress and pressure levels, compared with those aged 25–34 (65%), 35–44 (65%), and 18–24 (66%). 30% of those aged 25–34 and 35–44 felt 'unable' to do so, compared with 16% of those aged 55+.

[14] 2024 nations/regions: Adults based in the East of England, South of England and in Northern Ireland (75%) felt able to manage their stress and pressure levels, in contrast with those based in the Midlands (28%), the North of England (25%) and London (24%) which were the regions where adults felt least able to do so.

[15] 2024 parents: Parents/Guardians (78%) felt more able to manage stress and pressure than non-parents/guardians (66%). Confidence varied depending on the number of children within a household: 73% of those with 1 child, 74% with 2 children felt able to manage stress and pressure, while just 62% of those with 3 or more children felt able to manage stress and pressure.

[16] 2024 age: A higher percentage of workers aged 18–24 (42%) said their employer had plans in place to help colleagues spot the signs of chronic stress and prevent burnout in employees in contrast with those aged 35–44 (25%). 52% of workers aged 35–44 and 55+ said their employer did not have plans in place.

[17] 2024 social grade: There is a 6% difference between ABC1 workers (31%) and C2DE workers (25%) who say their workplace has a plan in place.

[18] 2024 UK working adults: 35% did not feel comfortable raising concerns.

[19] 2024 gender: Women (59%) were 4% more comfortable than men (55%) to let their line manager know they were experiencing high or extreme levels of pressure and stress at work.

[20] 2024 age: Workers aged 18–24 (75%) felt most comfortable letting their line manager or senior leader know if they were experiencing high or extreme levels of pressure and stress at work, followed by 25–34-year-olds (62%). 40% of workers aged 45–54 and 39% aged 35–44 felt uncomfortable doing so.

[21] 2024 social grade: Workers from a ABC1 social grade (60%) were 8% more comfortable than workers from a C2DE social grade (52%) to let their line manager know they were experiencing high or extreme levels of pressure and stress at work.

[22] 2024 nations/regions: Workers based in Wales (67%) felt most comfortable letting their line manager or senior leader know if they were experiencing high or extreme levels of pressure and stress at work, while 42% of workers based in the Midlands felt uncomfortable doing so.

[23] 2024 high/increased workload (unpaid): 54%

[24] 2024 fear of redundancy: 40%

[25] 2024 unpaid overtime: 45%

[26] 2024 field-based workers: 34%

[27] 2024 fixed location: 30%

[28] 2024 home-based workers: 27%

[29] 2024 hybrid workers: 17%

[30] 2024 UK working adults: 30%

[31] 2024 gender: Women (58%) were 7% more likely than Men (51%) to experience a' high or increased workload or volume of tasks at work — unpaid'. Women (48%) were also 7% more likely than Men (41%) to 'regularly work unpaid overtime beyond their contracted hours'.

[32] 2024 nations/regions: almost half of those in Northern Ireland (49%) said that 'taking on additional paid work due to the cost-of living crisis' had caused them stress and may have contributed to burnout in the past year — compared with 42% of workers in Wales, 38% in England and 26% in Scotland. The pressure of being mandated back to working from an office or fixed location was most felt in London, where 41% agreed it had caused them stress and may have contributed to burnout in the past year — 10% higher than the national average in England (31%) and higher than in Northern Ireland (30%), Scotland (29%) and Wales (21%).

[33] 2024 working location: Some 43% of those working from a fixed location — i.e., the same office/working location — reported feeling isolated at work, while 42% of those home-based i.e., full-time working from home — reported feeling isolated at work.

[34] 2024 poor sleep: 64%

[35] 2024 money worries: 53%

[36] 2024 physical health: 46%

[37] 2024 feeling isolated: 43%

[38] 2024 personal relationships: 35%

[39] 2024 caring responsibilities: 34%

[40] 2024 gender: Women were more likely than Men (68% vs 59%) to agree that 'poor sleep', and more likely than Men (48% vs 44%) to agree that 'poor physical health' had caused them stress and may have contributed to burnout in the past year.

[41] 2024 age: 74% of 45–55-year-olds agreed that 'poor sleep' had caused them stress and may have contributed to burnout in the past year — higher than any other age group and 10% higher than the national average.

[42] 2024 nations: A rise from 58% of those in Northern Ireland who agreed last year that 'poor sleep' had caused stress and may have contributed to burnout, compared to 64% in Wales and 60% in Scotland and England.

[43] 2024 family and friends: 71%

[44] 2024 exercising regularly: 56%

[45] 2024 work-life-balance: 56%

[46] 2024 positive changes to diet: 42%

[47] 2024 supportive line manager: 43%

[48] 2024 supportive professional network: 42%

[49] 2024 gender: Women were more likely than Men (75% vs 66%) to agree that 'having a supportive network of family or friends outside of work' had helped them to alleviate stress and prevent burnout.

[50] 2024 age: 64% of adults aged 18–24 and 25–34 agreed that 'having a healthy work-life balance' had helped them to alleviate stress and prevent burnout, compared with 60% aged 35–44, 59% aged 45–54 and 47% aged 55+.

[51] 2024 social grade: Workers from a ABC1 social grade (63%) were 16% more comfortable than workers from a C2DE social grade (47%) to agree that having a healthy work-life balance' had helped them to alleviate stress and prevent burnout.

[52] 2024 working location: 72% of those who had a 'hybrid or 'agile' working arrangement and 68% who are 'home-based' agreed that having a healthy work-life balance' had helped them to alleviate stress and prevent burnout, compared with 67% of those working from a fixed location and 64% of those working from a field-based location.

We are the charity for everyone's mental health. We challenge the causes of poor mental health and give people the tools they need to live their best possible lives at home, school and work. In a rapidly changing world, we bring together the heritage and experience of four charities from across the country who've been supporting people with their mental health for over 50 years.

Find out more

mentalhealth-uk.org/burnout

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