



Additional Factors

INCOME

those who lived in a household making \$100K or more reported the highest positive workplace well-being.



Lower income workers and women were less likely to have an employer who has enacted a policy to promote employees' overall well-being in the last 12 months.

DEMOGRAPHICS

Other groups that were more likely to report feeling burned out often or always included: Working parents, younger employees, lower income (<\$50K) workers and LGBTQIA+ workers.

38% of employees feel there is no one at their company who can relate to their personal life experiences, especially Black and

Hispanic workers, parents, LGBTQIA+ workers, frontline workers and lower income workers.

In addition to workplace factors, lower-income employees are more likely to experience personal stressors that can contribute **to burnout, such as financial stress, mental health concerns and physical health concerns.**

