

Bored and Burned Out: Rethinking Employee Well-Being

THE HIDDEN CRISIS: BOREDOM & BURNOUT CO-EXIST

\$10 TRILLION
LOST TO LOW
ENGAGEMENT

\$21,000
PER
EMPLOYEE
BURNOUT
COST



Job boredom isn't just lack of engagement; it directly feeds cynicism and burnout.

ROLE CONFLICT DRIVES DISENGAGEMENT

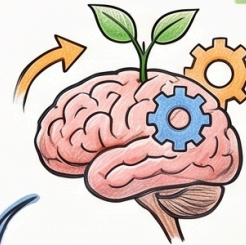
Contradictory expectations are the strongest driver pushing employees into severe disengagement.



STRATEGIC FIXES: REBUILDING WELL-BEING

INVEST IN GROWTH- ORIENTED LEARNING

Developmental stimulation is the single most effective buffer against workplace boredom.



PROVIDE MEANINGFUL CHALLENGE, NOT JUST AUTONOMY

Unchallenged freedom fosters boredom; work requires meaningful cognitive stimulation to engage.

MEANINGFUL CHALLENGE



UNCHALLENGED
FREEDOM
(FOSTERS BOREDOM)



DEPLOY EARLY DETECTION PULSE SYSTEMS

Track boredom and cynicism explicitly before employees lock into permanent disengagement.

