



THE BURNOUT REPORT



January 2026

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About us

We champion the UK's mental health.

Mental health is part of the fabric of our lives. It is key to flourishing relationships, healthy communities, a strong economy, and ultimately a UK where everyone is able to navigate life's big changes.

Mental Health UK works in schools, homes, and workplaces to build a thriving UK where good mental health is prioritised. We challenge the systems and situations that hold people back and equip them with tools and advice to unlock their full potential.

We unite the strength of four mental health charities in England, Wales, Scotland, and Northern Ireland, combining deep local knowledge with UK-wide impact to shape a better future for us all.

Our aim is a thriving UK where everyone has the support they need to navigate life's challenges.





Introduction

Mental Health UK’s third annual Burnout Report once again exposes a persistent and troubling trend: burnout and extreme stress continue to affect nine in ten people across the UK. Many employees are still on the brink, with growing numbers taking time off due to mental health pressures, while stress remains too often overlooked and under-supported.

Building on the insights from our 2024 and 2025 burnout reports, this year we offer another powerful snapshot of how high stress levels are impacting UK workplaces, uncovering the pressures employees face and asking whether employers are doing enough to prevent burnout and protect mental health.

Crucially, this isn’t just a mental health and wellbeing crisis anymore - it’s an economic one. As the government’s Keep Britain Working Review¹ – led by Sir Charlie Mayfield and welcomed by Mental Health UK – makes clear, poor mental health is now among the biggest drivers of people leaving the workforce.

Echoing the government’s concerns, our findings this year paint an equally alarming picture. Though there have been slight improvements, many employees are still feeling the strain, whether through unmanageable workloads, working longer hours, or the emotional weight of worrying about finances while continuing to navigate a high cost of living.

Though the term “burnout” has become part of our everyday language, we must not become desensitised to the fact that it is a serious condition caused by severe and persistent stress, leading to physical ill-health and stripping away the energy and optimism needed to recover.

Our Burnout Report 2026 shows that the challenges remain widespread, with 91% of UK adults continuing to experience high levels of pressure and stress in the last year. Younger workers in particular continue to feel the squeeze, with pressures both inside and outside of work taking a heavy toll on their wellbeing.

For many, the anxiety, sleeplessness, or the growing sense that work is taking more than it gives back is compounding the pressure being felt. What’s more, our findings reveal that workplace support for people recovering from burnout is often inadequate, revealing a clear gap between what employers say regarding mental health at work and what they actually offer employees.

This year’s report also includes a spotlight on two key issues that have stood out to Mental Health UK’s Workplace Training Team. Drawing on their expertise, we highlight how employers can better support young people at work, and those returning to the workplace after experiencing burnout. We outline the key challenges and share practical solutions that can make a meaningful difference.

It is vital to remember that burnout is not just a workplace issue. It is part of a wider challenge facing the UK economy and society. The Keep Britain Working Review identified three priorities for tackling this crisis: keeping people in work, supporting early intervention, and helping people return to work after time off due to poor mental health.

Our research identifies some of the factors which could be contributing to this crisis. It highlights that poor mental health causes people to take time off work, where early intervention could be failing, and why the return to work often breaks down. Together, these factors create a productivity “doom loop” where people burn out and take time off, and the pressure on those who remain intensifies and risks more burnout. It is a vicious cycle that is preventable – with the right action.

Our findings also mirror another government concern: the persistently high numbers of young people not in education, employment, or training – a ‘crisis of opportunity’² that could shape an entire generation. Poor mental health is one of the key drivers of this trend, and our data shows that younger workers are experiencing the highest levels of stress and burnout compared to any other age group.

Mental Health UK is committed to tackling these issues by embedding prevention, creating recovery-ready workplaces, and ensuring that young people can thrive in work rather than fall out of it. Though there are challenges ahead, we are also at a moment of real possibility. Many employers now recognise that good mental health is not an optional extra but the very foundation upon which performance, productivity, and retention are built. The missing link is consistency and bridging the gap between good intentions and real change.

Our findings show that people want workplaces where they can be open about their workloads and talk about mental health without the fear of judgement, where managers have the confidence to have open conversations and tackle persistent stress head-on, and where workplace policies match the pressures of modern life.

The Keep Britain Working Review calls for urgent collaboration between government, the NHS, employers, and employees. Mental Health UK is uniquely positioned to support with these two major social challenges: why many people are leaving work and why others are not entering it. Inadequate mental health support and poor workplace culture are fuelling this fire. The solution is clear: prevention must start in the workplace.

Burnout is not inevitable. It is the outcome of how our working environments are designed and how employees are supported. With the right understanding and commitment, we can create workplaces that not only prevent harm, but actively promote good mental health and ensure that people feel valued, engaged, and fulfilled in their work.

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



What is burnout?

The World Health Organisation (WHO) recognises burnout as an occupational phenomenon. It is not classified as a medical or mental health condition, but as a syndrome that develops as a result of chronic workplace stress. It can also be experienced alongside life's other pressures such as a caring for a loved one with a long-term condition or managing parental responsibilities. It is defined by three key features:

- **Exhaustion:** Persistent feelings of energy depletion and fatigue.
- **Detachment or cynicism:** A growing mental distance from one's work, often accompanied by negative or cynical attitudes.
- **Reduced effectiveness:** A decline in professional efficacy, motivation, and sense of accomplishment.

Burnout is a state of physical, mental, and emotional exhaustion caused by prolonged stress and constant pressure. Unlike stress, which is often short-term and can help energise you to deal with challenges, burnout leaves you feeling detached, demotivated, and unable to function effectively.

Symptoms of burnout can be physical, emotional, and behavioural. Most people will experience a combination of symptoms, such as those listed below.

Physical Symptoms

- Feeling tired or exhausted most of the time
- Reoccurring 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 of 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.
- Reliance 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.

Executive summary

Workplaces are undergoing significant change. Economic uncertainty, rapid digital transformation, increased workloads, and reduced staffing levels are reshaping how employers operate and how employees are feeling about work.

That's why Mental Health UK continues to play a central role in identifying and understanding these issues. This is our third consecutive year of conducting research into workplace stress and burnout, allowing us to track trends, deepen our insight, find solutions, and highlight the lived experiences of people across the UK.

One of the biggest challenges facing the UK today is the growing number of people unable to work due to long-term illness. A major factor behind this trend is the rise in poor mental health among young people, as highlighted in the Keep Britain Working Review. The government has also launched an independent investigation into rising youth inactivity, as nearly one million young people are currently not in education, employment, or training (NEET)³, with mental health issues and long-term sickness identified as the key barriers.

Against this backdrop, our research, conducted by YouGov⁴, highlights the potential impact of burnout, with 93% of young workers (18-24) reporting high stress, and 39% having taken time off over the past year due to poor mental health. Together, these trends reveal an interconnected crisis, one that shows a clear need to prevent burnout and support recovery, particularly for younger generations.

Although there have been some improvements since our 2025 report⁵, the overall picture is overshadowed by the scale of ongoing pressures on UK workers. These findings send a strong message: workplace mental health must remain a priority for both employers and government if we want to build a productive and thriving workforce.



Stress levels remain extremely high among adults in the UK during the past year.

91%

of UK adults report high or extreme levels of pressure or stress in the past year.

Nearly 2 in 5

or 39% of people aged 18-24 took time off work due to poor mental health caused by high pressure and stress.

Our polling found:

Levels of stress remain extremely high among adults in the UK: 91% report high or extreme levels of pressure or stress in the past year.

Adults aged 25-34 are now the age group most likely to experience high or extreme levels of stress in the past year (96%), overtaking adults aged 35-44, as highlighted in the last Burnout Report⁶.

One in five UK workers have needed to take time off in the last year due to poor mental health caused by pressure or stress. This has stayed consistent with our findings from last year (21%)⁷.

Once again, young workers aged 18-24 continue to face a great deal of strain in the workplace, with 93% experiencing high or extreme levels of pressure or stress in the past year, and nearly two in five (39%) having to take time off due to poor mental health - a 3% increase from last year⁸. Almost half of young workers in this age group said that feeling isolated at work had caused them stress and may have contributed towards burnout (45%). Other drivers of stress include the fear of redundancy or job security (43%), high or increased workloads (57%), and taking on additional paid work (51%). The proportion of 18-24-year-olds that do not feel comfortable telling a line manager or senior leader about experiencing high or extreme stress has risen by 5% to nearly two in five (39%)⁹.

Absence from work due to poor mental health caused by high pressure and stress was highest among those aged 18-24, with nearly two in five young people saying this applied to them (39%). The likelihood of needing to take time off for poor mental health decreased with age, with only 11% of workers aged 55 and over saying this applied to them.

Life outside of work continues to offer little relief for 18-24-year-olds. Within this age group, 65% cited poor sleep, 64% pointed to money worries, and 60% highlighted feeling isolated outside of work as adding to their stress and contributing to burnout.

Together, our findings reveal a worrying picture of a generation under sustained pressure, with clear implications for employers, government, and wider society.



*All figures related to the Burnout Report 2025, 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+)

New Insights

Perimenopausal and menopausal symptoms emerge as a significant driver of burnout.

For the first time, we asked women whether these symptoms were a contributing factor. Over two thirds of women aged 45–54 agreed (68%), alongside 35% of women aged 35–44 and 24% of women aged 55 and over.

Among workers who took time off due to high or extreme pressure, 27% said they did not receive any support when they returned to work, and only 17% had a formal return-to-work plan or burnout recovery plan put in place with their employer.

Without structured and consistent support to help staff recover and reintegrate safely, the risk of burnout recurring is significantly higher, leaving employees vulnerable to ongoing pressures.

Employers' intentions are good, but workers say that mental health is not meaningfully acted upon.

Almost one in five (18%) said that mental health is treated as a 'tick-box exercise', and one in ten said they felt that mental health is not prioritised at all. Nearly three in ten (29%) say their employer raises awareness about mental health but managers lack the time, training, or resources to provide meaningful support.



The impact of burnout: Aiden's story



Aiden shares his experience of burnout in his first job after university, reflecting on the pressures he faced, the support that helped him through, and the lessons he learned about maintaining a healthy work-life balance.

I experienced burnout after the demands at work became too much, although I didn't realise it until it was too late. I felt extremely fortunate to get a job at a prestigious firm after university, but over time the demands grew. We were each given two laptops and working overtime to meet rising workloads quickly became the norm. It felt like an unspoken expectation to pitch in and help team members – everyone did it and it became part of the working culture. Because it was my first job, I assumed this was simply how working life was meant to be, so I didn't question it.

One day, I logged on to work and felt completely frozen – crashed, like a computer. I sat there for what seemed like an hour, though it was probably only ten minutes. Thankfully, I had a great relationship with my manager, so I called them immediately, and we talked about what support would help.

At the time, I couldn't see it, but burnout had taken hold and triggered depression. I ended up off work for an extended period; much of it was spent in psychiatric hospitals, sometimes hundreds of miles away from home. I started to engage in lots of therapy and began building up my personal toolbox of coping strategies.

Here are two that I now rely on to help prevent burnout recurring:

Turn it off and on again: Much like a computer that crashes, when I notice my mood starting to dip, I give myself permission to pause. I cancel plans (friends and family will understand!), and I prioritise my physical health by eating well, staying hydrated, getting enough sleep, and making time for the things I genuinely enjoy. Burnout is serious, and it deserves to be treated as such.

Lean on support at work: From day one, I was taken seriously, and every effort was made to support my recovery. I did a phased return, starting small, even just popping into the office for a cup of tea with flexible hours that were regularly reviewed by an occupational specialist. Having that structured, understanding support made a huge difference in getting back on my feet.

There's a saying that goes: "If you put a frog in a boiling pot, it will jump straight back out, but if you put it in a pot of tepid water, then gradually turn the heat up, it won't notice it's being boiled". This is what burnout feels like: you often don't realise it's happening until you're already there.

I strongly recommend reaching out for support, whether that's through your GP, a charity, or your workplace. Waiting lists can be long, but having support from work can ease the pressure in the meantime.

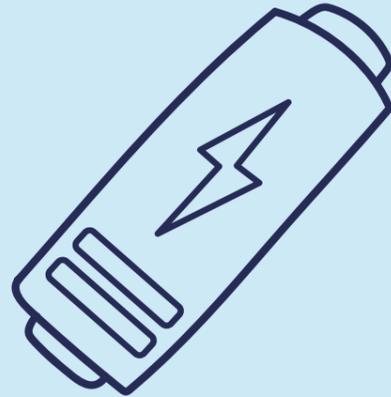
Since experiencing burnout, my work-life balance has improved significantly. Your job should enable you to enjoy the things you love. For me, that's swimming and playing video games with friends. Work shouldn't be the centre of your universe; when it is, you risk missing out on life itself.



**A stock photograph is used in this case study to protect Aiden's identity*

Research overview

This section outlines how the research was carried out and who took part. It sets out the methodology and provides a breakdown of the audiences and demographics which reflects the range of perspectives shared in the findings.



Methodology

All figures, unless otherwise stated, are from YouGov Plc. Total sample size was 4,502 adults, of which 2,591 were workers. Fieldwork was undertaken between 3rd and 5th November 2025. 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

Nations and Regions

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

Parent/guardian

- Parent/guardian
- Non-parent/guardian

Working status

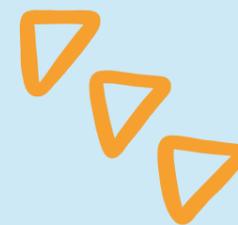
- Working full time (30 hours or more a week)
- Working part time (8-29 hours a week)
- Working part time (less than 8 hours a week)
- Full-time student
- Retired
- Unemployed
- Not working
- Other

We have also filtered data by the following demographic splits:

Social grade

ABC1: make up 61% (2,738) 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 39% (1,764) 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.



Breakdown of results

Our experiences of stress and burnout



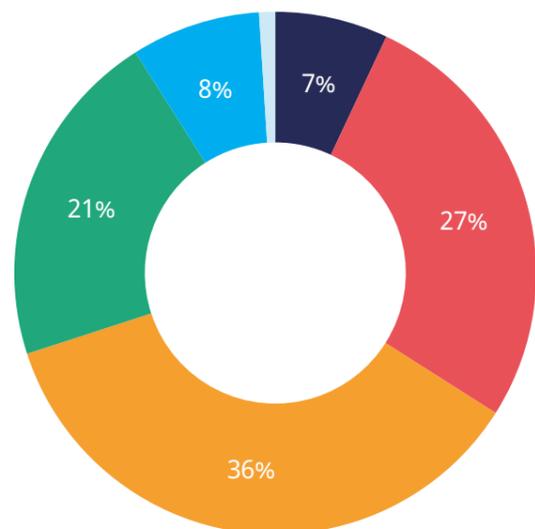
The data shows that many people in the UK remain at risk of burnout, with nine in ten UK adults (91%) reporting that they experienced high or extreme levels of pressure or stress at some point in the last year, consistent with our previous research¹⁰. This includes over a third of adults (34%) who told us that they experienced high or extreme levels of stress 'always' or 'often'.

Gender¹¹: The gender gap has widened slightly, with 96% of women now reporting that they've experienced extreme pressure or stress in the last year, compared to 86% of men.

Age¹²: Adults aged 25-34 are now the age group most likely to have experienced high or extreme levels of stress in the last year (96%), compared to last year when this was most common in adults aged 35-44.

Nations¹³: People living in Wales and Scotland say they have experienced high or extreme levels of pressure or stress (93%) in the last year, compared to England and Northern Ireland, where 91% of adults say they have experienced high or extreme levels of pressure or stress.

Working status¹⁴: Adults who are unemployed showed the highest level of high or extreme levels of pressure or stress, with 16% reporting that they felt this way 'always', compared to 6% of all workers. Overall, 95% of unemployed people reported experiencing high or extreme levels of pressure or stress in the last year, compared to 94% of students and 92% of all workers. Retired UK adults were least likely to experience extreme levels of pressure or stress (85%).



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

- Always (7%)
- Often (27%)
- Sometimes (36%)
- Rarely (21%)
- Never (8%)
- Don't know (1%)

What's driving burnout at work?

A high or increased workload or volume of tasks at work remains the top driver of stress for UK workers, although there has been a slight fall to 42% (from 47% last year)¹⁵. The other factors completing our top three are regularly working unpaid overtime beyond contracted hours (33%), and fear of redundancy and job security (32%).

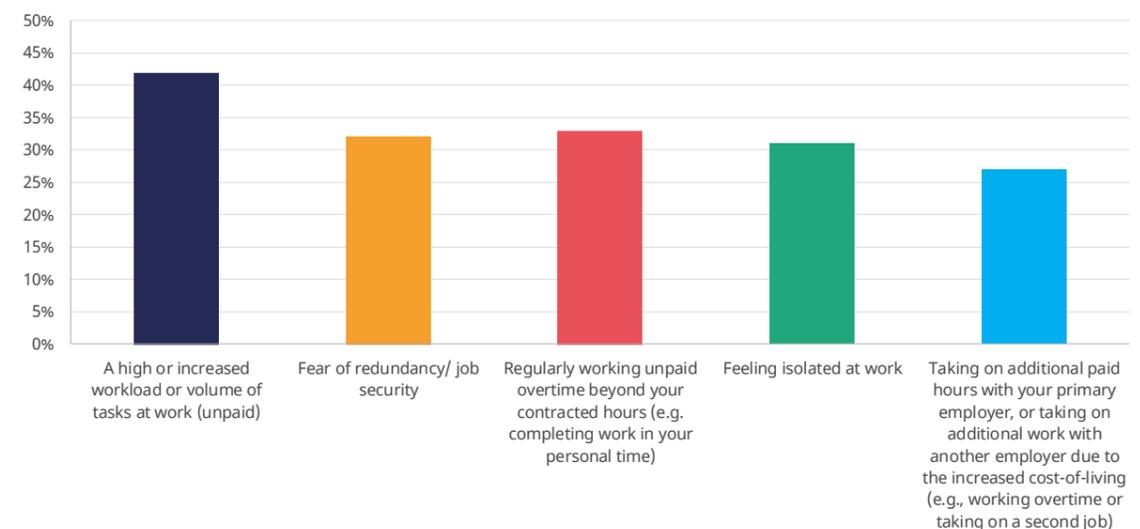
Age¹⁶: Fear of redundancy and job security was most commonly cited by those aged 18-24, with 43% citing this as a factor. They were also far more likely to cite a high workload (57%), working unpaid overtime (47%), taking additional paid hours or working with another employer due to the increased cost of living (51%), being bullied or intimidated by other colleagues at work (35%) and feeling isolated at work (45%).

Gender¹⁷: Women (45%) were 6% more likely than men (39%) to report that a high or increased workload or volume of tasks at work had caused stress and may have contributed to burnout.

Nations¹⁸: Workers in Wales were more likely to agree that fear of redundancy or job security had driven stress, with 45% agreeing compared to England (32%), Scotland (33%), and Northern Ireland (23%).



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



Burnout outside of work

This year, the top factors that drove stress outside of work and may have contributed to burnout were poor sleep (59%), money worries (48%), and poor physical health (38%). Given the importance of social connections to our mental health, it's concerning that more than one in three UK adults (36%) report that feeling isolated caused stress and may have contributed to burnout.

Gender¹⁹: As in our 2025 report, women appear to be more affected by high or extreme levels of pressure or stress. They were more likely to cite parenting responsibilities as a factor (26%) compared to men (19%), money worries (52% compared to 44%), poor sleep (64% compared to 53%) and poor physical health (40% compared to 35%).

For the first time, we also explored the potential for perimenopausal and menopausal symptoms as a contributing factor to burnout. The impact was clear, with over two thirds (68%) of women aged 45-54 agreeing, alongside 35% of women aged 35-44, and 24% of women aged 55 and over.

Age²⁰: Money worries were cited more among younger adults, with 65% of UK adults aged 18-34 agreeing that they had caused stress which may have contributed to burnout. Caring responsibilities alongside work was a factor cited by three in ten UK adults aged 45-54²¹.

Nations²²: 69% of people in Northern Ireland said that poor sleep had caused stress this year, more than England (58%), Wales (64%) and Scotland (62%).

Parents²³: Over one in three parents with children aged 4 years and under (36%) said challenges accessing childcare caused stress this year, down from 50% in last year's survey.



Burnout means time out

One in five UK workers have needed to take time off work in the last year due to poor mental health caused by pressure or stress. This has stayed relatively consistent with our findings from last year (21%)²⁴. Taking time off work due to stress was higher among full-time workers (21%) compared to part-time workers (16%).

Age²⁵: Absence from work due to poor mental health was highest among those aged 18-24, with nearly two in five young people saying this applied to them (39%). The likelihood of needing to take time off work due to poor mental health decreased with age, with only 11% of workers aged 55 and over saying this applied to them.

While most age groups either saw little change or a slight fall in those needing to take time off work for their mental health, there was a 3% increase in those aged 18-24.

Gender²⁶: Men and women were equally likely to say that they needed to take time off work due to poor mental health (20%).

Nations²⁷: In England, those living in London were most likely to report that they needed time off work due to poor mental health (27%). Across the nations, workers in Scotland and Northern Ireland were least likely to have taken time off work due to pressure or stress (18%). In Wales, 22% of workers said they needed to take time off work.

Parents²⁸: Those with children aged 4 years and under were most likely to report needing time off work due to poor mental health caused by pressure or stress (27%).



A problem shared

Over one in three UK adult workers (35%) said they're not comfortable letting their line manager or senior leader know if they're experiencing high or extreme levels of pressure and stress at work, an increase of 3% from last year.

Gender²⁹: Women were more likely than men to say that they felt uncomfortable sharing this with their line manager (38% compared to 32%), a gap that has widened somewhat since last year.

Age³⁰: Almost two in five people (39%) aged 18–24 said they were not comfortable letting their line manager know if they were experiencing high or extreme levels of pressure and stress at work. Those aged 25–34 were most likely to say that they felt comfortable sharing this with a manager (63%)³¹.

Social grade³²: Workers from an ABC1 social grade (62%) were more likely than workers from a C2DE grade (52%) to say they were comfortable letting their line manager or a senior leader know that they were experiencing high or extreme levels of pressure and stress at work.

Nations³³: Workers in Northern Ireland were more comfortable letting their line manager or senior leader know if they were experiencing high or extreme levels of pressure and stress at work (62%). This was lower in England (59%) and Scotland (57%), and was lowest in Wales (52%).



Back to business as usual after burnout

Our polling shows a worrying gap in how employers support people returning to work after burnout. Among workers who took time off due to high or extreme pressure or stress, 27% said they did not receive any support when they returned to work, a clear and concerning reminder that support often stops just when people need it most.

Just over one in four (27%) people who returned to work said that flexible or reduced working hours were put in place, while only 17% had a formal return-to-work plan or burnout recovery plan put in place with their employer.

Others were given the option to work remotely or in a different physical environment (16%), a phased or gradual return to work after time off (17%), or access to additional support, such as an Employee Assistance Programme (EAP), training, coaching, or peer support at work (15%).

While it's encouraging that some people receive support when they return to work and continue their recovery, the reality is that most workers do not. This should be a serious concern for employers. Despite the widespread presence of workplace wellbeing initiatives, meaningful support at the point of return is far from guaranteed, leaving many employees to navigate burnout recovery alone.

With only around one in ten people (11%) returning to work offered regular check-ins with their manager to discuss wellbeing, it is possible that employers are expecting a return to 'business as usual', rather than taking a serious and proactive approach to supporting employees and preventing burnout from reoccurring.





Mental health in the workplace: a tick-box exercise, or genuinely prioritised?



This year, we wanted to understand how people described their employer's approach to mental health in the workplace, not just in policy, but in day-to-day practice.

Almost one in five people (18%) said that mental health is treated as a tick-box exercise.

One in ten people (10%) said they felt that mental health was not prioritised at all.

Nearly three in ten workers (29%) said their employer raises awareness about mental health, but managers lack the time, training, or resources to provide meaningful support.

Just over one in four people (27%) said that mental health is genuinely prioritised and supported through visible action and resources.



From pressure to progress: support at work

This section draws on the expertise and insights from Mental Health UK's Workplace Training Team, led by Enda Egan (Associate Director of National Programme Development) and Charlotte Maxwell-Davies (Head of Workplace Mental Health and Training).



Enda



Charlotte

Drawing on their work with organisations across the UK, the team shares practical insights into two interconnected challenges shaping today's workplace: the rising pressures on young employees and the growing need for effective support as individuals recover from burnout and return to work.

These perspectives reveal how employers can better understand the experiences of younger workers and implement structures that enable employees to return to work safely, confidently, and sustainably. Above all, we demonstrate the meaningful progress that occurs when organisations treat wellbeing as a shared responsibility rather than an individual test of resilience.

Much of what we know echoes this year's survey findings showing that younger workers are still more likely to experience high levels of stress and take time off due to poor mental health. The number of young employees who felt comfortable talking to their manager about stress also continues to drop each year^{34 35}.

We will continue to monitor how young people's experiences play out in practice – listening to their perspectives, considering employers' insights, and showing how both can work together to build workplaces that are healthier, fairer, and better prepared for the future.





Young people in the Workplace

Understanding the pressures

Younger workers, particularly those in the early stages of their careers, are facing a combination of pressures that make them especially vulnerable to burnout. As our polling shows, we continue to find that young workers (aged 18–24) are having to take time off work due to stress or poor mental health, higher than any other age group.

The factors at play appear to be varied and interconnected. A competitive job market, concerns around job security, rising living costs, and constant digital connectivity may all contribute to an environment where switching off and prioritising rest can feel challenging. For some younger employees, boundaries between home and work seem increasingly blurred, with social media, emails, and instant messaging potentially making it harder to genuinely rest or disconnect from work-related demands.

Through our training and engagement with organisations, we have observed how an “always-on” culture driven by ambition, organisational expectations, or the rapid pace of modern technology can leave young people feeling they must be available at all times to prove their worth and progress their careers. This continuous pressure not only affects wellbeing but can also impact productivity, engagement, and long-term retention.



What young people tell us

As we hear from young workers about their experiences in the workplace, some clear themes emerge about what they value:

- **Open conversations:** Safe spaces where they can speak honestly about pressure, stress, or challenges without fear of judgement or repercussions.
- **Supportive managers:** Leaders who genuinely listen, notice when something isn't right, and take meaningful action to help.
- **Opportunities to learn about mental health:** Practical skills to identify stress, understand burnout, and seek help early on.
- **Regular check-ins:** These are especially valued by younger employees, who often feel that their willingness to speak up can lead to missed opportunities for timely support.

Beyond this, many young employees highlight the importance of clarity and consistency. They want clear expectations, regular feedback, and guidance that supports growth – not just a performance review.

Experiences of hybrid and remote working are mixed. Some appreciate the flexibility and autonomy it offers, allowing them to manage work alongside other commitments. For others, particularly those entering the workforce for the first time, it creates a sense of isolation, and makes it harder to build relationships or learn through day-to-day interactions with colleagues.

These insights underscore that the design of work, communication, and support structures has a direct impact on young people's wellbeing and early career development.

What employers tell us

Employers often tell us they find it challenging to know how best to support staff early-on in their careers. Spotting the early warning signs of burnout can be difficult, and having sensitive conversations about mental health may feel daunting. Some worry about saying the wrong thing, while others are uncertain about where the boundaries of responsibility lie.

Building confidence among managers and employees is crucial. This enables managers to have supportive conversations and helps employees to speak up. Employers also emphasise the importance of shared responsibility: staff should feel empowered to take ownership of their wellbeing and engage in self-care, while organisations must create psychologically safe environments that actively encourage it.

Organisations that achieve the best outcomes excel in three key areas:

1. **They build trust from the start:** Induction and onboarding processes that include open discussions about wellbeing help set the tone for a supportive workplace culture.
2. **They create networks of support:** Mentoring, buddy schemes, and peer networks give younger employees a sense of connection and reassurance that they are not navigating challenges alone.
3. **They invest in managers:** Training equips managers with the confidence and skills to have meaningful conversations about wellbeing, workload, and performance.

What this means in practice

This approach shifts the focus from responding to burnout after it occurs to preventing it altogether, fostering a culture of care, curiosity, and proactive support.

It reveals that burnout among younger workers is not a reflection of generational weakness – it is a response to the complex world they are entering. Economic uncertainty, rising living costs, and rapid workplace change have created a perfect storm of pressure. Younger generations are driving positive change, pushing workplaces toward greater balance, and purpose.

Supporting young staff at the beginning of their career is not just about retention or productivity. It is about cultivating a workforce that values wellbeing as much as performance.





Recovery and reintegration after burnout

Recovery is possible

Burnout can feel overwhelming, as if you've reached a dead end, but recovery is not just a remote possibility, it is achievable with time, understanding, and the right support. Recovery is not about bouncing back instantly; it is about rebuilding in a way that is sustainable and suited to each individual's circumstances.

People who have experienced burnout often describe recovery as a gradual process of rediscovering balance, restoring energy, and rebuilding confidence. While each person's journey looks different, one message comes through consistently: recovery is most effective when workplaces actively support it, creating an environment where wellbeing is prioritised alongside performance.



What we hear from individuals

Through our conversations and training sessions, it is clear that people recovering from burnout need three forms of support:

- **To be listened to:** Feeling heard and believed can reduce feelings of shame and isolation, helping people feel understood and supported.
- **Employers should set realistic expectations:** Returning to a full workload too quickly can undermine months of progress, so manageable steps are crucial for sustainable recovery.
- **Supported to set boundaries:** Learning to say no, and being encouraged to do so, can help to prevent relapse and reinforces a healthy work-life balance.

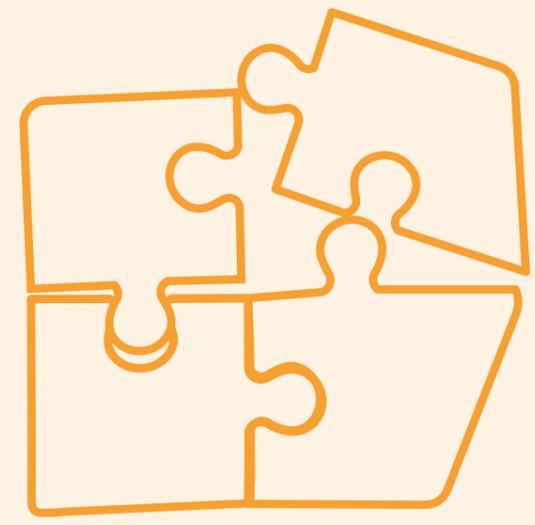
People frequently highlight the relief of having a manager who recognises that recovery is not a straight and simple path. Small gestures – such as regular check-ins, flexibility in working patterns, and reassurance that wellbeing takes priority over speed of work – can make a profound difference in helping individuals regain their confidence, energy, and sense of control.

What we hear from employers

Employers who have successfully supported staff back to work from burnout consistently tell us that planning and open communication make the biggest difference. The most effective approaches tend to include:

- **Phased returns:** Gradually increasing hours and responsibilities to rebuild confidence and capacity.
- **Flexible working options:** Adapting start times, work locations, or working days to match individual needs during recovery.
- **Clear, consistent communication:** Ensuring expectations are transparent, manageable, and regularly reviewed.
- **Regular wellbeing check-ins:** Conversations centred on recovery and support, not just performance metrics.

A truly recovery-ready workplace doesn't wait for burnout to happen. It creates conditions that prevent it, normalising conversations about stress, embedding flexible practices, and treating mental health as a core element of everyday leadership.



When recovery goes wrong

Unfortunately, not everyone's return to work is positive, as our findings have shown. Many people tell us they come back only to face the same pressures that contributed to their burnout in the first place, or worse – they encounter stigma from colleagues for having taken time away. When this happens, the risk of relapse or resignation increases dramatically, even though both are entirely preventable.

Recovery breaks down when communication is inconsistent, workloads remain unmanageable, or support fades after the first few weeks. It succeeds when trust, flexibility, and empathy are sustained over time.

Prevention is the first frontier of workplace wellbeing, while recovery is the real test of whether an organisation truly values mental health. Burnout will surface in every workplace at some point, but what distinguishes one organisation from another is how they respond.

While supporting recovery shows how much an organisation values mental health, it is preventing burnout from happening in the first place that truly protects it. The most resilient workplaces don't wait for burnout to take hold; they embed wellbeing into daily practice, nurture psychological safety, and make early, honest conversations about pressure a normal part of working life.

When prevention is paired with compassionate recovery, organisations create a culture where people can not only work well, but stay well. Supporting recovery is not about pushing people back to work quickly; it's about helping them return stronger, with the right tools, clear boundaries, and renewed confidence to move forwards. When employers approach recovery with care, consistency, and genuine commitment, they don't just help individuals heal; they foster a workplace culture where people feel safe and valued.



Recommendations

Good work promotes wellbeing and inclusion, yet poor mental health still keeps many people out of employment and leaves those in work struggling to cope. Our findings this year signify that pressure and stress, both inside and outside of work, show no sign of slowing down. They highlight a significant gap between intention and impact, where many employers want to support the mental health of their staff, yet inconsistent implementation means prevention is not embedded, and recovery goes unsupported.

We recognise that the ability to provide workplace mental health support varies significantly between organisations depending on their size, capacity and available resources. Smaller businesses frequently encounter budgetary and staffing challenges, which may limit the breadth of support they can provide. Conversely, larger employers typically have access to specialist teams and are better equipped to deliver structured and comprehensive wellbeing programmes. While we appreciate that implementing these measures is not without challenges, we call on employers to take practical action wherever possible to support employee mental health and wellbeing.

Our recommendations align with the government's youth inactivity investigation and the Keep Britain Working review. The latter calls for systemic change to reduce economic inactivity and create opportunity. Employers, policymakers, and charities must work together to embed prevention, provide structured return-to-work support, and ensure young people can thrive in work – not fall out of it.

Our recommendations are structured across three key areas:

- 1 Prevention:** Keeping people well and in work
- 2 Early intervention:** Spotting extreme stress before it escalates
- 3 Recovery:** Supporting a safe and sustainable return to work

AI, mental health, and work

In 2025, research commissioned by Mental Health UK revealed that more than one in three people have used AI chatbots for mental health support. As these tools become more common, it is increasingly important to understand how they are shaping wellbeing at work. AI has the potential to ease pressure by taking on routine tasks, yet it can also fuel anxiety about job security and the pace of change. This tension is likely to grow as technology develops, which is why Mental Health UK will explore the impact of AI in greater depth in future Burnout reports.



Recommendations for employers



Prevention: keeping people well and in work

1. Actively participate in the Keep Britain Working vanguard phase by becoming a vanguard employer.

A number of 'vanguard' organisations will act as early adopters to develop and refine workplace health approaches and build the evidence base for what works³⁶. Becoming a vanguard employer or staying closely informed on their progress ensures readiness to adapt and implement best practices as they are rolled out. Inaction means falling behind on best practice and risking higher turnover and sickness absence.

2. Create and maintain a clear mental health strategy for staff.

Implement a strategy that is actively used and routinely reviewed to prevent and respond to stress and burnout. Inaction means stress and burnout go unchecked. Strategies should include clear protocols for identifying and addressing stress and burnout and providing accessible support pathways. They must be updated regularly to reflect best practices, and measured through tangible outcomes and positive employee feedback.

3. Equip managers with the tools to talk about mental health

Mental Health UK's Workplace Training Team has found that many managers feel uncertain - even anxious - about initiating conversations around stress or mental health. This fear often stems from concerns about saying the wrong thing or unintentionally making matters worse. Mental Health UK offers training that helps managers spot concerns early-on and builds their confidence in having supportive conversations. We provide the practical tools and frameworks that help to normalise conversations about mental health at work, particularly when working with early-career employees.

4. Support healthy work-life balance.

Explicitly encourage regular breaks and full use of annual leave, and set clear limits around overtime to stop pressure building. In practice, this means that employers discourage staff from emailing out-of-hours, model healthy boundaries at leadership level, and routinely ensure that employees are using their annual leave allowance. Ignoring a healthy work-life balance can cause burnout to accelerate.

5. Keep workloads manageable.

Ensure tasks are achievable. Excessive demand leads to illness, turnover, and lost productivity. In practice, this means conducting regular workload reviews, removing low-value tasks, and protecting staff from unplanned or repeated peaks in workload demand so they do not become the norm.

6. Regularly assess stress and burnout risks.

Use employee feedback to identify pressure points and adjust policies or workloads as needed, recognising an employer's accountability for the workplace factors contributing to burnout. Use anonymous surveys, focus groups, and exit interviews to identify pressure points - and act on them.

Early intervention: spotting extreme stress before it escalates

7. Help managers recognise and act on burnout.

Train managers to spot early signs of burnout for both themselves and employees, create psychological safety, and guide staff towards support such as Employee Assistance Programmes (EAP). A trained manager notices changes in behaviour early-on, initiates structured wellbeing check-ins, uses open questions, and agrees clear next steps with staff.

8. Normalise conversations about workload and wellbeing.

Embed regular check-ins as a core element of line management. These conversations should go beyond task updates to create a safe space where employees feel comfortable sharing concerns early, without fear of judgment or negative consequences. Consistent, proactive engagement helps identify challenges before they escalate, reinforces trust, and demonstrates genuine commitment to employee wellbeing.

Recovery: supporting a safe and sustainable return to work

9. Create a culture where mental health recovery is fully respected.

Foster a culture where employees feel confident taking time off for their mental health. Time away for poor mental health should be treated with the same respect and care as time off for a physical illness. Consistency matters. If you reassure someone with a physical health condition that there is no pressure to return quickly, offer the same steady, clear support to someone recovering from mental health challenges. Many people worry about being judged when their absence relates to mental health, so creating an environment of empathy and openness can help build confidence and support recovery.

10. Provide structured return-to-work support.

Support staff returning after burnout with a phased return, flexible working patterns, and clear workload adjustments. In practice, this means agreed and manageable workloads, adjusted deadlines, protected time for wellbeing check-ins, and regular review meetings during the first four to 12 weeks.

11. Ensure consistency and review.

Monitor return-to-work plans to ensure they remain realistic and supportive rather than defaulting to "business as usual". Employers should review progress with staff, make adjustments if challenges arise, and ensure that any phased hours, workload adjustments, or wellbeing support are followed through and monitored consistently.





Our recommendations for employees

Looking after your mental health at work

1 Create a personal wellbeing plan.

Define what good mental health looks like for you by completing a **Mental Health UK Wellness Action Plan**. Include early warning signs, coping strategies, and what support helps you most.

Why it matters: Without a plan, stress can escalate unnoticed, leading to burnout and time off work.

In practice: Share your plan with your manager so they understand how to support you.

2 Set boundaries and achievable goals.

Break tasks into manageable steps, keep deadlines realistic, and protect work-life boundaries by switching off outside contracted hours.

Why it matters: Overwork leads to exhaustion and reduced productivity.

In practice: Turn off notifications after hours and block time in your calendar for focused work.

3 Communicate openly with your manager.

Discuss workloads, challenges, and expectations regularly. Ask for adjustments before pressures build – without guilt.

Why it matters: Silence can lead to unmanageable stress and missed deadlines.

In practice: Schedule monthly check-ins and use open phrases like, “I’m finding this workload challenging – can we review priorities?”

4 Prioritise the four foundations of health.

Focus on sleep, exercise, nutrition, and stress management. Make time for activities outside work that bring joy and balance.

Why it matters: Neglecting these basics accelerates burnout.

In practice: Use breaks for short walks, plan healthy meals, and set a bedtime routine.

5 Recognise and manage stress early.

Use tools like the **Mental Health UK Stress Bucket** to identify what’s driving stress and how to cope.

Why it matters: Warning signs such as exhaustion, detachment, or loss of motivation signal it’s time to pause and reflect.

In practice: Keep a stress journal and share concerns with your manager or HR department before they escalate.

6 Make full use of workplace support.

Access Employee Assistance Programmes (EAPs), wellbeing resources, and speak to your GP if you need ongoing help.

Why it matters: Underutilising the support on offer can lead to a build-up of stress and make it far harder to recover from burnout.

In practice: Save EAP contact details and use them proactively.

7 Celebrate small wins.

Recovery after burnout is gradual. Every step forward counts.

Why it matters: Recognising progress builds resilience and confidence.

In practice: Acknowledge progress – whether it’s completing a task, taking a longer break, or asking for a colleague for support.



Resources and tailored support

Finding support

If it is an emergency or there is a 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
[mentalhealth-uk.org](https://www.mentalhealth-uk.org)
info@mentalhealth-uk.org

Mental Health UK unites the strength of four other mental health charities across the UK. Our programmes, support, and local services allow us to weave strong mental health support into every stage of people's lives – and see the huge difference it makes. Our website has a wealth of information and resources you can use to manage your own mental health and support others with theirs.

Rethink Mental Illness
[rethink.org](https://www.rethink.org)
advice@rethink.org
0808 801 0525 (Freephone)

Operating in England, Rethink Mental Illness delivers 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 provides practical advice on a wide range of topics such as access to mental health and social care, mental health treatments, mental health laws, social security, and advice for carers.

Change Mental Health
[changemh.org](https://www.changemh.org)
advice@changemh.org
0808 8010 515 (Freephone)

Change Mental Health delivers non-clinical, person-centred and transformational support to people across communities in Scotland. Supporting over 10,000 people a year, the charity tackles stigma, influences government, and ensures everyone has access to the support they need.

The charity's National Advice and Support Service works across Scotland to support people with mental health and money worries. An experienced team of advisers support with benefit checks and applications, grants, and debt advice and support. They also signpost and provide support for mental health issues and for carers, connecting people with local and national support.

Adferiad
[adferiad.org](https://www.adferiad.org)
01492 863000 (North Wales)
01792 816600 (South Wales)

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.

MindWise
[mindwisenv.org](https://www.mindwisenv.org)

MindWise is a leading mental health charity in Northern Ireland. They campaign for change and fight stigma and discrimination. 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.

Samaritans
[samaritans.org](https://www.samaritans.org)
jo@samaritans.org
116 123

Samaritans provides 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.

Shout
[giveusashout.org](https://www.giveusashout.org)
Text SHOUT to 85258

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

Hub of Hope
[hubofhope.co.uk](https://www.hubofhope.co.uk)

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.

NHS
[nhs.uk](https://www.nhs.uk)

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.

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 offer, such as an EAP or another 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 workplace support from Mental Health UK

Mental Health UK

Mental Health UK supports employees and employers at every stage of the burnout and recovery journey. Our Workplace Mental Health Training Team partners with organisations to build healthier, more resilient workplace cultures that prevent burnout and enable recovery.

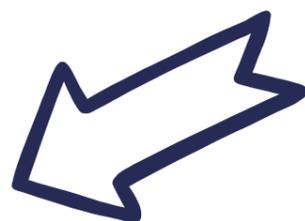
We offer a tailored, evidence-informed approach designed around each organisation's unique needs and goals.

Our support includes:

- ✓ **Training for managers:** equipping leaders to recognise early signs of burnout, have confident mental health conversations, and support staff returning to work.
- ✓ **Employee workshops and resources:** helping teams understand stress, build resilience, and develop practical self-care strategies.
- ✓ **Therapeutic coaching:** providing a confidential space for employees to explore challenges, strengthen coping strategies, and prevent issues from escalating.
- ✓ **Mental Health Champions and Peer Support programmes:** embedding a culture of openness and shared responsibility across the organisation.
- ✓ **Consultancy and long-term partnerships:** co-creating wellbeing strategies that align with business objectives and foster recovery-ready workplaces.
- ✓ **Talks and webinars:** engaging sessions on key mental health topics relevant to today's changing world of work.

In 2026–27, we'll expand this work through new partnerships, launch refreshed training offers, and reach more organisations with both preventative and recovery-focused support, helping to create workplaces where wellbeing isn't just supported, but truly embedded.

Find out more: mentalhealth-uk.org/workplace-mental-health



References

¹Department for Work & Pensions and Department for Business & Trade. (2025). *Keep Britain Working Review: Final report*. London: DWP & DBT. Available at: <https://www.gov.uk/government/publications/keep-britain-working-review-final-report>

²Department for Work & Pensions. (2025). *Independent investigation to be launched to tackle rising youth inactivity*. [Press Release]. [Accessed 21 November 2025]. Available at: <https://www.gov.uk/government/news/independent-investigation-to-be-launched-to-tackle-rising-youth-inactivity>

³Department for Work & Pensions. (2025). *Independent investigation to be launched to tackle rising youth inactivity*. [Press Release]. [Accessed 21 November 2025]. Available at: <https://www.gov.uk/government/news/independent-investigation-to-be-launched-to-tackle-rising-youth-inactivity>

⁴All figures related to the Burnout Report 2026, unless otherwise stated, are from YouGov Plc. Total sample size was 4,502 adults, of which 2,591 were workers. Fieldwork was undertaken between 3rd and 5th November 2025. The survey was carried out online. The figures have been weighted and are representative of all UK adults (aged 18+).

⁵All figures related to the Burnout Report 2025, 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+).

⁶2025 Burnout Report: 96% of UK adults aged 35–44 years old experienced high or extreme levels of pressure and stress.

⁷2025 Burnout Report: 21% of UK adult workers took time off work due to poor mental health.

⁸2025 Burnout Report: 35.39% of UK adult workers aged 18–24 took time off work due to poor mental health. For the 2026 Burnout Report, this number increased to 38.5% of UK adults aged 18–24. An increase of 3.11%.

⁹2025 Burnout Report: 34% of UK adult workers aged 18–24 said they do not feel comfortable letting their line manager or senior leader know if they are experiencing high or extreme levels of pressure and stress at work.

¹⁰2025 Burnout Report: 91% of UK adults polled said they had experienced high or extreme levels of pressure or stress.

¹¹2025 Burnout Report: 89% of men and 94% of women said they had experienced high or extreme levels of pressure or stress.

¹²2025 Burnout Report: 96% of UK adults aged 35–44 years old experienced high or extreme levels of pressure and stress.

¹³ 2025 Burnout Report: UK adults polled said they had experienced high or extreme

levels of pressure or stress by nations: England (91%), Wales (94%), Scotland (91%), and Northern Ireland (89%).

¹⁴2025 Burnout Report: working status and levels of high or extreme pressure or stress: all workers (93%), full-time (94%), part-time (93%), full-time students (94%), retired (85%), unemployed (92%), and not working/other (93%).

¹⁵2025 Burnout Report: 47% of UK adult workers said a high or increased workload or volume of tasks at work (unpaid) caused stress and may contribute towards burnout.

¹⁶2025 Burnout Report: adult UK workers aged 18–24 work related factors causing stress and may contribute towards burnout: fear of redundancy (44%), high workload (53%), working unpaid overtime (48%), taking additional paid hours or working with another employer due to the increased cost of living (46%), being bullied or intimidated by other colleagues at work (33%), and feeling isolated at work (44%).

¹⁷2025 Burnout Report: 50% of women and 44% of men said that a high or increased workload or volume of tasks at work had caused stress and may have contributed to burnout.

¹⁸2025 Burnout Report: fear of redundancy or job security had driven stress by nations: England (37%), Wales (47%), Scotland (36%), and Northern Ireland (42%).

¹⁹2025 Burnout Report: factors outside of work causing stress and may contribute towards burnout for men and women: parenting responsibilities (20% and 24%), money worries (45% and 52%), and poor sleep (57% and 64%).

²⁰2025 Burnout Report: 62% of UK adults aged 18–24 and 64% of UK adults aged 25–34 said money worries were a factor that caused stress and may contribute towards burnout.

²¹2025 Burnout Report: 27% of UK adults said caring responsibilities alongside work (e.g. caring for elderly relatives) were a factor that caused stress and may contribute towards burnout.

²²2025 Burnout Report: poor sleep causing stress and may contribute towards burnout by nations: England (60%), Wales (64%), Scotland (60%), and Northern Ireland (69%).

²³2025 Burnout Report: 50% of parents with children aged 4 years and under said challenges accessing childcare caused stress and may contribute towards burnout.

²⁴2025 Burnout Report: 21% of UK adult workers took time off work due to poor mental health caused by pressure or stress.

²⁵2025 Burnout Report: UK adult workers taking time off from work due to poor mental health caused by pressure or stress by age: 18–24 (35%), 25–34 (29%), 35–44 (25%), 45–54 (14%), and 55+ (10%).

²⁶2025 Burnout Report: UK adult workers taking time off from work due to poor mental health by gender: men (22%) and women (20%).

²⁷2025 Burnout Report: UK adult workers taking time off work due to poor mental health by region and nations: London (31%), England (21%), Scotland (24%), Northern Ireland (25%), and Wales (20%).

²⁸2025 Burnout Report: 24% of parents with children aged under 4 years took time off work due to poor mental health.

²⁹2025 Burnout Report: 32% of women and 31% of men said they felt uncomfortable letting their line manager or senior leader know if they are experiencing high or extreme levels of pressure and stress at work.

³⁰2025 Burnout Report: 34% of UK adult workers aged 18–24 said they felt uncomfortable letting their line manager or senior leader know if they are experiencing high or extreme levels of pressure and stress at work.

³¹2025 Burnout Report: 69% of UK adult workers aged 25–34 said they felt comfortable letting their line manager or senior leader know if they are experiencing high or extreme levels of pressure and stress at work.

³²2025 Burnout Report: UK adult workers that felt comfortable letting their line manager or a senior leader know that they were experiencing high or extreme levels of pressure and stress at work by social grade: ABC1 (63%) C2DE (56%).

³³2025 Burnout Report: UK adult workers that felt comfortable letting their line manager or a senior leader know that they were experiencing high or extreme levels of pressure and stress at work by nations: England (61%), Wales (61%), Scotland (58%), and Northern Ireland (64%).

³⁴2025 Burnout Report: 56% of UK adult workers aged 18–24 said they felt comfortable letting their line manager or senior leader know if they are experiencing high or extreme levels of pressure and stress at work.

³⁵2026 Burnout Report: 54% of UK adult workers aged 18–24 said they felt comfortable letting their line manager or senior leader know if they are experiencing high or extreme levels of pressure and stress at work.

³⁶Department for Work & Pensions. (2025). *Employers join forces with government to tackle ill-health and keep Britain working*. [Press Release]. [Accessed 26 November 2025]. Available at: <https://www.gov.uk/government/news/employers-join-forces-with-government-to-tackle-ill-health-and-keep-britain-working>



We support people at school, home, and work to build a thriving UK where good mental health is prioritised.

We challenge the systems and situations that hold people back, and equip them with tools and advice to unlock their full potential.

We unite the strength of four mental health charities across England, Wales, Scotland and Northern Ireland, combining deep local knowledge with UK-wide impact to shape a better future for us all.

Together, we champion the UK's mental health.

Find out more

mentalhealth-uk.org/burnout

