



Burned Out & Checked Out

What HR can do right now to fight workplace stress & anxiety.



Your people are stretched thin.

Here's how to help — before it costs you.

INTRODUCTION

Burnout Isn't a Benefits Problem. It's a People Problem.

Your employees are showing up every day carrying more than their job descriptions. Deadlines stack. Pressure compounds. And somewhere between the back-to-back meetings and the 9pm emails, the energy that drives your organization starts to quietly erode.

Stress and anxiety are the leading culprits behind disengagement, absenteeism, and turnover — and **they don't wait for a formal diagnosis to start costing you**. Most organizations recognize the problem. Far fewer have a benefits strategy built to actually address it.

In this guide, we'll walk through:

- What's fueling the burnout crisis
- Where conventional approaches fall short
- What it looks like to build a workplace where your people genuinely thrive, not just survive

76%

of employees experience burnout at work at least sometimes.

\$1T+

lost globally each year in productivity due to anxiety & depression.

3x

burned-out employees are more likely to actively seek a new job.

SECTION 1

Understanding Workplace Stress & Anxiety

Stress and anxiety don't always look the same. One employee seems fine in meetings but is quietly struggling at midnight. Another is visibly overwhelmed and pulling away. The common thread is that **both are costing your organization** — in absenteeism, presenteeism, and turnover — whether you can see it or not.

The root causes layer on top of each other. Workload pressure, financial uncertainty, lack of recovery time, poor sleep, and disconnection from physical activity all compound each other over time. What starts as occasional tension becomes chronic without the right support systems in place.

5 Signs Your People Are Struggling

1. Declining performance or inconsistent output across teams
2. Increased absenteeism and unplanned sick days
3. Disengagement in team meetings and collaborative work
4. Higher turnover in key departments or roles
5. Mental health benefits utilization spiking without resolution



SECTION 2

Why Traditional Benefits Aren't Enough Anymore

EAPs are a start — but **utilization rates hover around 2-6%**, which means the overwhelming majority of your workforce isn't accessing the support you're already paying for. That's not a communication problem. It's a relevance and accessibility problem.

Mental health support that requires a waiting period or a formal diagnosis creates too much friction. Today's workforce needs something that fits into their real life — on their phone, in their neighborhood, at whatever hour they actually have time to use it. A single solution in a multi-need world isn't a solution at all.

The gap between what HR is offering and what employees actually use is where burnout takes hold. Closing that gap is both a smart benefits move and a strategic business decision.

The best well-being benefit is the one employees actually use — every day, not just in a crisis.

Where Traditional Benefits Fall Short

- Low awareness and high stigma barriers
- Reactive — triggered after crisis, not before
- Limited access points and fixed hours
- No link between physical and mental health
- Single-solution approach in a multi-need world

What Employees Actually Need

- On-demand support — anytime, anywhere
- Preventive tools that build daily habits
- Physical activity integrated with mental wellness tools
- Variety of digital + in-person + community
- A premium, inclusive benefit they actually use

SECTION 3

What Real Prevention Looks Like

Prevention isn't a single touchpoint — it's a culture shift. It's the difference between waiting for someone to hit a wall and designing an environment where they never have to.

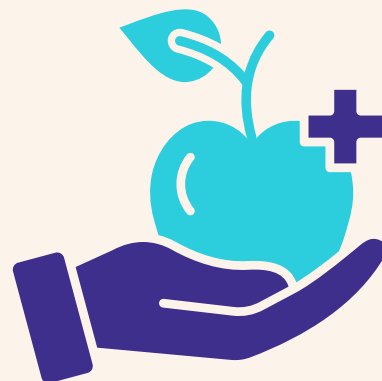
Science backs this up: regular physical activity reduces cortisol levels, improves sleep quality, and builds neurological resilience to stress. Nutrition directly impacts mood and cognitive performance. Community and social connection are among the strongest buffers against anxiety and burnout.

The most effective well-being programs weave all three together — at a scale that actually reaches your workforce.



Movement

Exercise reduces anxiety symptoms by up to 48% — as effectively as medication in many studies.



Nutrition

Diet directly affects mood, energy, and cognitive function — the foundation of mental resilience.



Community

Social connection at work is one of the strongest predictors of well-being and retention.

From Reactive to Proactive Mindset Shift

Reactive care addresses problems after they become crises. Proactive care builds the daily habits that prevent crises from forming in the first place. Both matter — but most organizations over-invest in reactive and leave their preventive strategy underdeveloped.

Your people don't need to be in crisis to benefit from well-being support. The most impactful programs are the ones employees use consistently — before they hit their limit, not after. That shift from reactive to preventive is where organizations start to see real ROI in their benefits spend.

SECTION 4

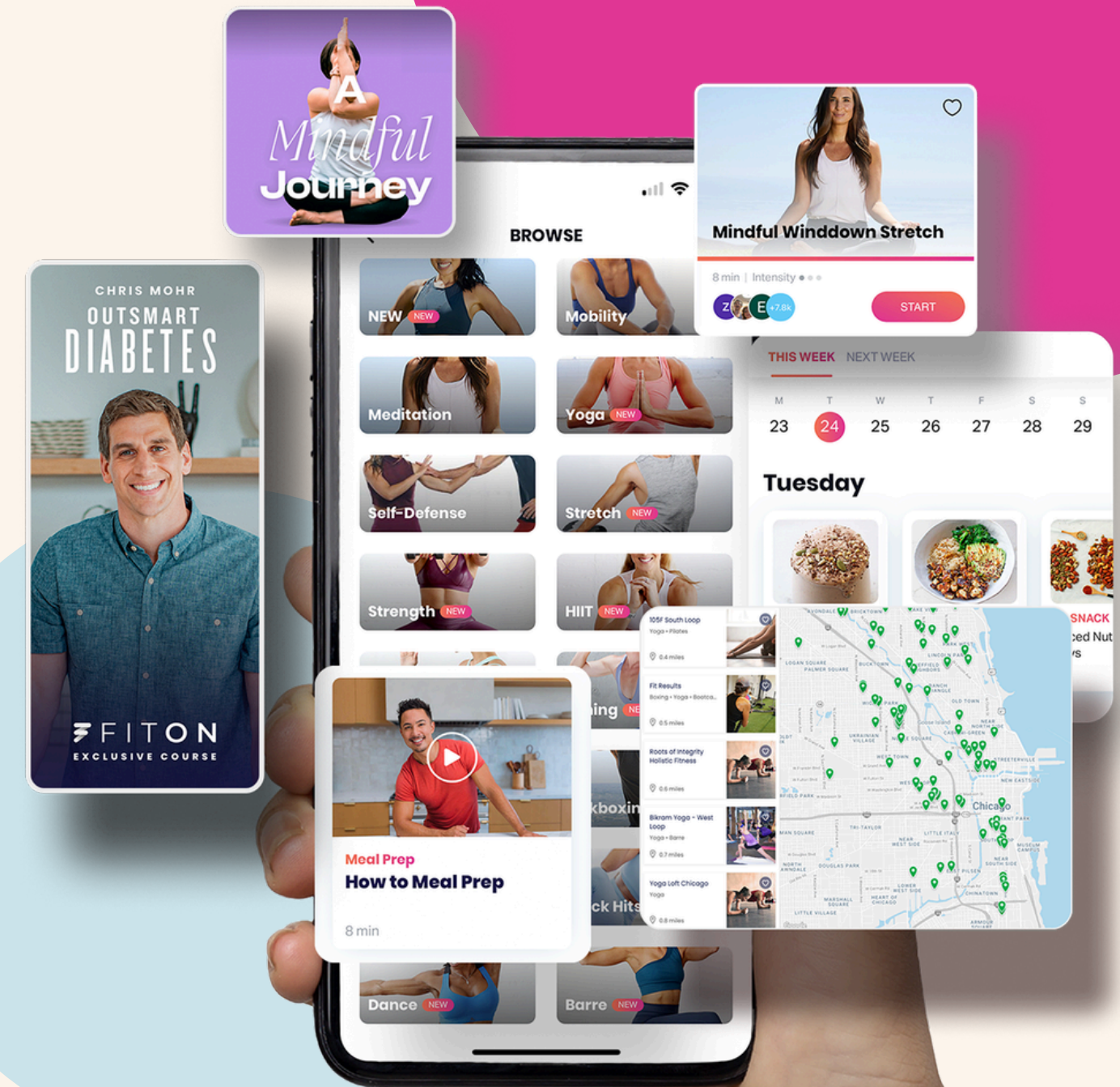
How FitOn Health Addresses This Crisis

FitOn Health is the all-in-one health and wellness benefit built to drive real behavior change. We go beyond reactive care to deliver a preventive, lifestyle-based approach that your people actually want to use.

Experience the difference for your people. They get access to premium workouts, nutrition and mindfulness sessions, condition-based health education, and the largest variety of in-person experiences — all in one platform designed to meet them wherever they are, whenever they're ready.

What's Inside the Platform

- Premium digital content — live and on-demand fitness, stress relief, sleep, and mindfulness
- Nutrition and health courses led by certified professionals
- The largest variety of in-person experiences — studios, gyms, wellness centers, and more
- Condition-based health education to support chronic condition prevention
- Mental wellness tools woven into daily habit-forming routines
- Challenges and engagement programs that drive consistent, measurable participation



Take the Next Step

Your team deserves well-being that works.

FitOn Health is here to help you build a healthier, more resilient workforce. By integrating preventive care strategies like fitness, nutrition, and mindfulness into your workplace culture, you can empower employees to manage chronic conditions, reduce health risks, and improve long-term well-being and productivity.

Next Steps:

1. Explore Our Solutions: Visit FitOnHealth.com/Employers to learn more.

2. Request a Demo: [Schedule a personalized demo](#) to see how FitOn Health can work for your people.

3. Burnout Prevention Checklist: Start with a quick audit of where your organization stands today — [download our free checklist](#).

Explore more at FitOnHealth.com/Employers or reach out to our team to learn how to bring preventive well-being to your workplace.

