



WELLBEING CONSULTING

Looking Ahead – How to Continue Supporting Employee Burnout

February 18, 2026

By Hayley Hughes MS, CN, LMHC and Katie Hassall MBA

With countless challenges impacting U.S. companies this year, we are asking ourselves these questions:

- How is the rapid adoption of AI creating new pressures and raising concerns about mental strain?
- Will AI cause potential declines in employee engagement as well as work quality?
- How will the shift of having Gen Z and Millennials making up the majority of the workforce change the landscape?
- Are we approaching the end of flexible and hybrid work as companies reassess the impacts on productivity and culture?
- How do the continued uncertainties of our world today weigh on employees' mental health?

With continued challenges ahead, we are concerned for the wellbeing of workforces considering how **high burnout** levels already are today.

Burnout continues to rise, with 66% of U.S. “employees experiencing some sort of burnout in 2025”¹. This impacts younger workers at a much higher rate, with “81% of 18- to 24-year-olds and 83% of 25- to 34-year-olds reporting burnout”¹.

There is no easy button to solve these big questions. But we do know that today's trends require us to continue to evolve how we approach wellbeing at work. The data also shows that meaningful, strategic wellbeing programs can reduce levels of burnout, create opportunities for connection and belonging, and give employees the chance to thrive ².

Continuing to expand support for employees is essential. To truly address the challenges employees and organizations face today, we must move beyond traditional and siloed approaches. An organizational wellbeing strategy requires a holistic lens that spans across company culture, its leadership and managers, as well as the individual employee. By broadening our perspective, we can meet employees where they are and better address the diverse, evolving needs of today's workforce.

Employees, especially Gen Z and Millennials, expect tailored resources, mental health support, and workplace cultures that prioritize **Human Sustainability**. “More than half of Gen Zers and Millennials consider wellness programs important or extremely important when looking for a job” and about 90% of employees consider the overall benefits package when evaluating a potential employer ².

Interested in learning how you can evolve your organizational wellbeing strategy in 2026? Reach out to **Hayley and Katie**.