

THE SLOW BURN

Ep. 01

No Fluff Corporate Health & Wellness
Manager Action Worksheet

Why Your Best People Are Burning Out Before 30

In this launch episode of The Slow Burn, Jax and Sage dig into why peak burnout is now hitting at age 25 — earlier than any generation before. They introduce **presenteeism**, the invisible cost of employees who show up but have mentally checked out, and break down the **Utah Dual Load** — the unique compounding pressure of Silicon Slopes hustle culture running alongside church callings, family obligations, and the expectation to look like you have it all together. Use this worksheet to turn what you heard into real action.

25

Peak burnout hits at age

\$1,967

Per employee per year

38%

Felt fatigued at work

\$6:\$1

Wellness ROI

01 BURNOUT AT 25 — THE FIRE NOBODY IS MEASURING

WHAT THE RESEARCH SHOWS

Gen Z and millennials are burning out earlier than any generation before them. Economic pressure, always-on culture, and the expectation to perform at a high level with little recovery is creating a workforce crisis most companies are not seeing — let alone measuring.

WHAT IT LOOKS LIKE ON YOUR TEAM

Burnout at 25 does not look like a breakdown. It looks like someone going quiet — withdrawing from meetings, doing just enough, the high performer who stopped raising their hand.

WHO HAS GONE QUIET IN 90 DAYS?

Think about your team right now. Name 1-2 people whose energy has shifted.

Names:

What changed for them?

SPOT THE WARNING SIGNS

- Slower email or task response times than usual
- Stopped contributing in meetings — present but not engaged
- Work quality has quietly slipped — fewer initiative-driven contributions
- High performer who has stopped going above and beyond

02 PRESENTEEISM — THE INVISIBLE COST ON YOUR PAYROLL

"The crazy part is most managers think that person is fine — because they show up every day."

Presenteeism is when an employee shows up physically but has mentally and emotionally checked out. Unlike absenteeism — which every HR system tracks — presenteeism is invisible. It costs U.S. employers an estimated **\$1,967 per employee per year** in lost productivity. Multiply that across your team and it never appears on your P&L.

CALCULATE YOUR TEAM'S EXPOSURE

People on your team	Rate per year	Your estimated annual cost
_____ people	× \$1,967	= \$ _____

03 THE UTAH DUAL LOAD — WHY BURNOUT HERE IS DIFFERENT

Utah professionals carry a compounding pressure that exists almost nowhere else. It is not one heavy load — it is two running simultaneously with little recovery in between.

LOAD ONE — THE PROFESSIONAL FIRE

Silicon Slopes hustle culture. Startup expectations. Door-to-door sales grind. Tech company performance pressure. The expectation to move fast and always be available.

LOAD TWO — FAITH AND FAMILY

Church callings. Religious service. Community obligations. Raising a family. Presenting as someone who has it all together — spiritually, professionally, and personally — at all times.

04 YOUR 30-DAY TEAM WELLNESS PLAN

WEEK 1	LISTEN	Schedule one genuine check-in per team member. No agenda. Just ask: how are you actually doing?
WEEK 2	LOOK	Review workload distribution and PTO data across your team. Where are the hidden pressure points?
WEEK 3	ACT	Make one structural change — redistribute a task, approve one day off, or remove a recurring meeting.
WEEK 4	MEASURE	Ask your team: what is one thing that would make your work feel more sustainable right now?

AS A MANAGER — DO THESE THIS WEEK

- Schedule a no-agenda 15-minute check-in with your youngest team members
- Ask directly: 'How are you actually doing — not work-wise, but genuinely?'
- Never schedule critical deadlines around major religious or family calendar events
- Review PTO usage — who has not taken time off in six or more months?
- Normalize honest conversations about capacity without penalizing vulnerability

YOUR REFLECTION

After listening to this episode — what is the one thing you are going to do differently as a leader?

Write your answer here:

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