

Listen → Diagnose → Design → Implement → Measure



Burnout Risk Modeling Using Engagement Survey Data

Executive Case Study — One-Page Overview

Business Challenge

Engagement scores alone did not provide sufficient visibility into emerging burnout risk across the employee population.

Solution

Developed a diagnostic burnout risk model that translates engagement survey responses into early indicators of risk tied to workforce sustainability outcomes.

Key Insight

Engagement does not equal burnout immunity. Burnout risk often rises before disengagement becomes visible in headline metrics.

Burnout Risk Dimension	What It Signals to Leaders
Energy	Workload strain, stress, and depletion
Connectedness	Belonging, support, and relationship health
Fulfillment	Meaning, growth, and sense of accomplishment

Executive Value

- Detects burnout risk earlier than engagement alone
- Clarifies root drivers of workforce strain
- Enables targeted, risk-based interventions