

Rising Burnout and Sinking Confidence: What the Latest Glassdoor Data Reveals

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Workers are feeling the heat right now. According to recent data from Glassdoor, worker burnout has jumped 65% year over year. At the same time, employee confidence has plummeted to a record low. Workers mentioned burnout 2.5 times more in first quarter 2026 reviews than they did prior to the pandemic. Chris Martin, a senior economist at Glassdoor, notes that burnout occurs when staff deal with a chronic, unmanageable amount of stress. This combination of high stress and low confidence is creating a difficult environment for both staff and management across the country.

The Numbers Behind the Stress

The current data highlights a clear problem in the modern workplace. Only 43.8% of employees report a positive six-month business outlook. Workers are worried about potential layoffs and broader economic instability. Much of this anxiety stems from external factors like the US-Iran war and the resulting spike in energy prices.



This anxiety directly impacts how people view their employers. When workers report feeling burned out, they are 76% less likely to leave a positive job review. They are also 81% less

likely to rate their work-life balance highly and 75% less likely to recommend their company to friends. The stress is not just isolated to a few vocal individuals. It is a widespread issue that is dragging down overall morale.

A Sluggish Job Market Keeps Unhappy Workers in Place

In previous years, burned out employees might have simply quit and looked for better opportunities. That trend is shifting rapidly. A sluggish job market means many exhausted workers are choosing to stay exactly where they are. Glassdoor research found that in 2025, burned out staff applied for 45% fewer external jobs compared to those who left positive reviews. This was a noticeable drop from 49% in 2024.

This situation presents a unique challenge for human resources teams. You have a workforce that is physically present but mentally exhausted. The lack of movement means companies must find ways to support their existing teams rather than relying on fresh hires to boost energy levels.

Industries Feeling the Heaviest Burden

Not all sectors are experiencing this crisis equally. Nonprofit and healthcare workers continue to report the highest levels of burnout. However, stress levels are significantly rising in media, technology, and real estate compared to pre-pandemic times.

The technology sector has been hit particularly hard in terms of morale. Glassdoor found a 9.7 percentage point drop in employee confidence within tech over the past year. Furthermore, industries vulnerable to energy price hikes, such as transportation, logistics, and hospitality, are seeing steep declines in worker optimism.

Actionable Steps for Employers

Company leaders cannot control global conflicts or fuel prices, but they can control their internal environment. Clear communication is one of the most effective tools available. Recent survey data shows that when leadership provides transparent updates and better training, workers feel much less anxious about their job security.

Additionally, giving employees more control over their daily tasks makes a noticeable difference. Research from the University of Phoenix College of Doctoral Studies highlights that workers with higher levels of autonomy report lower burnout and better overall engagement. By focusing on clear communication and trusting staff with more independence, employers can help rebuild confidence from the inside out.