

# The \$5M Cost of Burnout

*“Burnout isn’t a line item. It’s a leak.”*

A 1,000-person company loses an estimated \$5.04 million a year to burnout (American Journal of Preventive Medicine, 2025). This worksheet walks you through what it costs YOUR organization — in real dollars, with real math.

## HOW TO USE THIS WORKSHEET

Fill in your 5 inputs. Calculate each of the 4 cost buckets. Add them up. Page 2 shows what that number is buying.

### YOUR INPUTS

<b>1</b>	<b>Total employees</b> Headcount across your organization.	people
<b>2</b>	<b>Average annual salary</b> Across all roles — a rough blended number is fine.	\$ / yr
<b>3</b>	<b>% currently burned out or disengaged</b> Gallup baseline is ~23%. Use your engagement data if you have it.	%
<b>4</b>	<b>Annual turnover rate</b> U.S. average is ~18% (BLS). Use your HRIS number if available.	%
<b>5</b>	<b>Workforce mix (estimate)</b> Default: 60% hourly, 29% salaried, 10% manager, 1.7% executive.	

### THE FOUR COST BUCKETS

<b>A</b>	<b>Burnout productivity cost</b> Per-role avg cost x burned-out headcount. Hourly \$3,999 · Salaried \$4,257 · Manager \$10,824 · Exec \$20,683 (AJPM 2025).	Your \$
<b>B</b>	<b>Turnover &amp; replacement cost</b> Salary x Gallup multiplier x turnover x headcount. Frontline 40% · Technical/salaried 80% · Manager/leader 200% of salary.	Your \$
<b>C</b>	<b>Absenteeism cost</b> ~4 missed days/yr per burned-out employee x \$340/day (Gallup). = \$1,360 x burned-out headcount.	Your \$
<b>D</b>	<b>Presenteeism (the iceberg)</b> 89.5% of total burnout cost is showing up but not producing (AJPM). Already inside Bucket A — box left blank as a reminder of the hidden cost.	Your \$

## YOUR ANNUAL COST OF BURNOUT

Add the four buckets. Pause before you turn the page.

\$

# What is this number buying you?

*Numbers don't move people. Trade-offs do. Translate your total into what you could have hired, kept, or restored instead.*

## Hires you didn't make

*Total ÷ average salary*

Every \$5M lost is roughly 67 fully-loaded hires at \$75K — or 100 at \$50K. Your number, your math.

## People you didn't keep

*Total ÷ average replacement cost*

Replacing a manager averages 200% of salary. The same dollars could have funded retention bonuses, sabbaticals, or proper backfill plans.

## Care you couldn't fund

*Total ÷ \$1,500/employee mental-health benefit*

\$5M funds a robust mental-health benefit for 3,300+ employees. The cost of not funding it shows up anyway — just on a different line.

## You can't budget your way out of burnout.

But you can stop paying this bill. Replenished is the framework. This number is the receipt.

### SOURCES

- AJPM 2025: Burnout costs employers \$4K–\$21K per employee/yr; ~\$5.04M for a typical 1,000-person company.
- Fortune / AJPM: 89.5% of burnout cost is presenteeism (showing up but not producing); 10.5% is absenteeism.
- Gallup: Replacement cost = 40% of salary (frontline), 80% (technical/salaried), 200% (managers/leaders).
- Modern Health / Gallup: Each missed workday costs employers ~\$340 for a full-time employee.
- BLS / Gallup: U.S. avg turnover ~18%; ~23% of employees report active burnout.

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— Jessica Pierce, Replenished