



The Different Drivers of Burnout in Diverse Workplaces in Brunei

Building Equitable Health & Wellbeing for Workers

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Our Mission

*To understand the patterns of reported burnout in
different workplaces in Brunei*

*To conduct organisational surveys on reported causes
of burnout*

*To develop a framework to understand the elements of
worker wellbeing*

Inspired by NIOSH Total Worker Health® Framework



Engagement

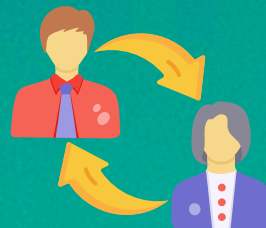


Leadership



Culture

**Workpulse
Survey
Factors**



Communication & Feedback



Recognition &
Rewards



Workload



**Reported Burnout
Scale**

Demographics 2025



300 workers from multiple Bruneian industries:

- Schools
- Oil & Gas
- Telcos
- Govt Sectors
- Healthcare

Method

- Participants were asked a mixture of scale questions (1-10), Multiple choice, and Short Answer Questions

Disclaimer: Survey collection and analysis is still on-going



Results

Factors such as leadership, engagement, recognition, culture and communication negatively correlated with workplace burnout reports

Workload had positive but weak correlations to burnout reports

Which Do You Think Had the Most Direct Correlation?

TOP BURNOUT FACTORS

$P < 0.05$



Rewards & Recognition



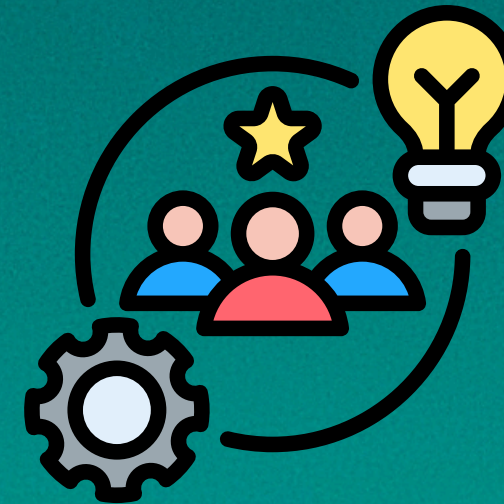
-0.515



Leadership Mindset



-0.545



Open Innovative Culture



-0.556

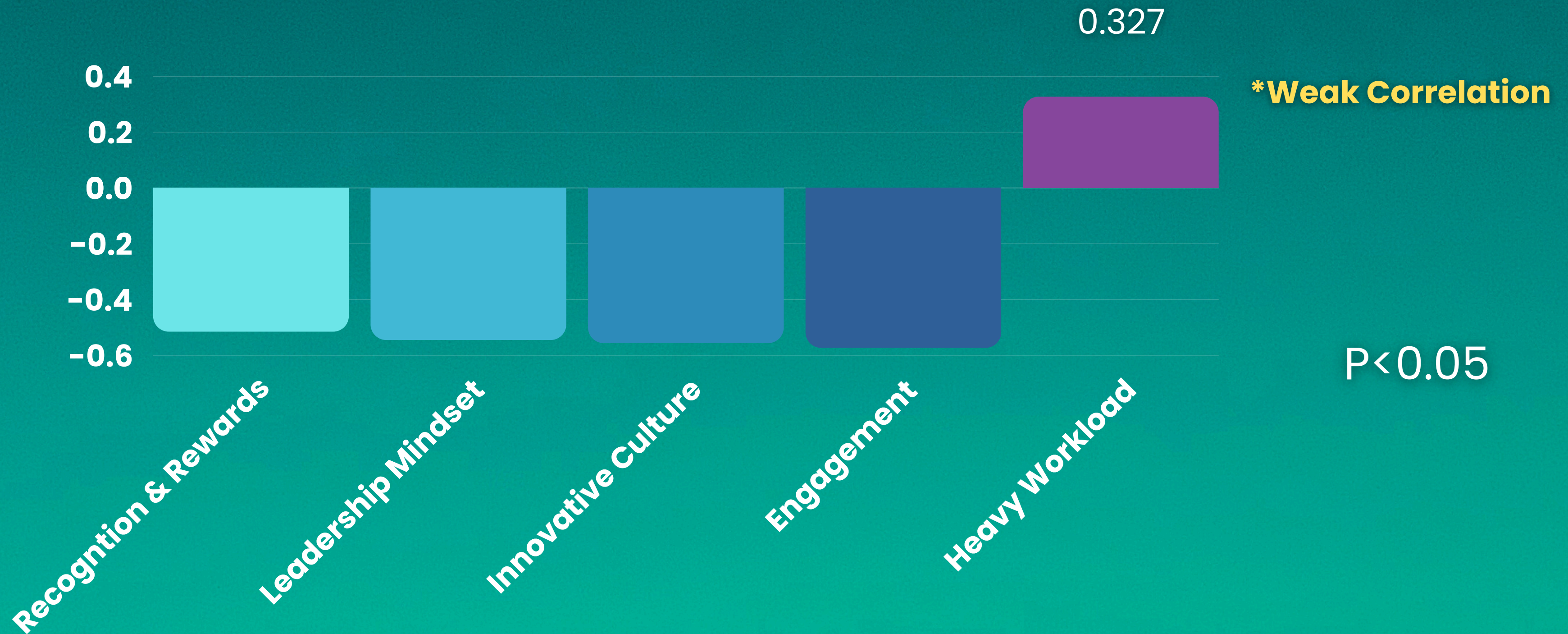


Engagement



-0.573

TOP BURNOUT FACTORS





But!

Different companies had different burnout factors based on their unique roles, responsibilities and dynamics but still related to the 6 factors



Insightful Questions to Ask

Could it be that leadership mindset can affect worker's wellbeing more than the workload given?

Could it be that an open innovative culture be more important than recognition?

Why are you asking me? ask your employees!



Main Takeaway

When building effective and cost efficient workplace wellness programs, cultures or perks, equity and inclusivity are a priority