



# New State-by-State Analysis Reveals Where America's 2 Trillion Dollar Burnout Crisis Hits Hardest

*Workplace toxicity is in crisis. Employee disengagement is fueling "escape" searches, costing the U.S. economy an estimated \$2T a year in lost productivity.*

CALIFORNIA, CA, UNITED STATES, November 27, 2025 /EINPresswire.com/ -- The American workforce is not just disengaged. It is actively searching for escape routes.

A new analysis combining Gallup's 2025 Workplace Index with Google search behavior data reveals workplace toxicity has reached crisis levels, costing the U.S. economy an estimated 2 trillion dollars each year in lost productivity.

The research, featured in [The Great Disengagement](#) by Stan Taylor, author of [The Black Book of Power](#), exposes a sharp divide. Only 31 percent of U.S. employees report being engaged at work, the lowest figure in ten years, while search volumes for phrases such as "toxic work environment," "gaslighting at work," and "micromanaging boss" have surged across all 50 states.

## The Data Behind the Disengagement Wave

According to Gallup's latest findings:

Only 31% of employees say they are engaged at work

17% describe themselves as "actively disengaged," mentally checked out but still collecting paychecks

Only 47% know what is expected of them

Just 28% feel their opinions count

Only 19% are extremely satisfied with their employer

Pew Research Center reports that among the 29% of Americans dissatisfied with their jobs, 80% say wages are not keeping up with living costs and 70 percent believe they are underpaid for their workload.

## Hawaii, California, and Wyoming Top Toxicity Index

Using normalized Google search data per 100,000 residents, Taylor identified the states

experiencing the highest levels of workplace dysfunction.

#### Top 5 Most Toxic States:

Hawaii - Highest per-capita searches for “micromanaging” and “toxic work environment”

California - Elevated searches across toxicity categories, especially in startup-heavy regions

Wyoming - Small population with disproportionately high search activity

Rhode Island - High micromanagement searches in smaller organizational structures

Maryland - Above-average toxicity searches, likely influenced by federal and tech sector pressure

Least Toxic States: Idaho, Oklahoma, Utah, Kentucky, and Michigan recorded the lowest search volumes for workplace toxicity indicators.

#### The 996 Culture Creeping Into American Tech

While most U.S. companies still follow traditional schedules, a concerning trend is emerging in Silicon Valley. Tech workers are reporting the spread of “996 culture,” meaning 12-hour workdays, six days a week, a model previously associated with China’s most demanding tech firms.

Taylor warns that these extended hours are being introduced without corresponding salary increases, creating what he calls “the perfect disengagement spiral.”

“Americans treat exhaustion like a badge of honor because they have never learned the difference between being needed and being used,” says Taylor.

“The executives pushing 996 know exactly what they are doing. They are manufacturing a specific kind of worker, one too exhausted to realize they are being harvested.”

#### The Productivity Collapse After 50 Hours

MIT research shows:

Productivity collapses after 50 hours per week

After 55 hours, workers create negative value due to mistakes and rework

The World Health Organization links long working hours to a 35 percent higher stroke risk and a 17 percent higher risk of heart disease

“Every tech founder knows this data,” Taylor argues. “They choose 996 because it is about ownership. When you work 72 hours a week, you have no side projects, no competing loyalties, and no exit strategy.”

## The Psychological Architecture of Burnout

Drawing from research documented in *The Great Disengagement*, Taylor identifies five “psychological kill switches” that organizations exploit:

- Fear of worthlessness
- Addiction to external validation
- Cultural glorification of overwork
- Corporate manipulation disguised as wellness programs
- AI-driven insecurity and speed pressure

“A burned-out human is just a slower, buggier algorithm,” Taylor says. “I documented every one of these psychological kill switches in *The Black Book of Power* because employees deserve to know what is hunting them. Your boss already knows these techniques. Your company’s culture consultant weaponized them in last quarter’s morale initiative.”

## The 2 Trillion Dollar Question

Korn Ferry reports that 41 percent of professionals say their manager is “unavailable or dismissive.” Studies from Boston Consulting Group also show that organizations prioritizing psychological safety see significantly higher employee engagement. The question for American employers is simple: Can companies afford to maintain toxic cultures that drain 2 trillion dollars from the economy each year?

Taylor believes the solution will not come from wellness programs, but from a redistribution of power. “The choice is simple,” he concludes. “Learn how the system works, or keep walking into it believing it leads somewhere better. Your exhaustion is someone else’s equity. Your breakdown is someone else’s breakthrough.”

## About Stan Taylor

Stan Taylor is the author of *The Black Book of Power*, a provocative exploration of the psychological mechanisms behind manipulation, obedience, and influence. His work has been featured globally for its unflinching analysis of modern power structures and the hidden forces shaping human behavior. *The Great Disengagement* is his newest investigation into workplace toxicity and the 2 trillion dollar cost of America’s burnout crisis.

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