

Credibility & Impact

Occupational Depression: When Passion Becomes Pressure

When enthusiasm for work crosses into chronic strain, occupational depression can set in a serious condition often stemming from prolonged job stress and burnout. The World Health Organization classifies burnout as an occupational phenomenon, not a medical disorder, yet research shows it shares substantial overlap with clinical depression, particularly through fatigue and emotional exhaustion. Burnout may even act as a pathway to depression: job strain raises the risk of depressive symptoms, often mediated by burnout itself. In high-pressure roles, this risk is amplified. Workers faced with relentless demands and low resources are significantly more likely to develop depression over time.

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perception. Those affected often report poorer task performance and view challenges more negatively. To protect mental health, employers must recognize when passion turns into pressure and take steps to reduce job strain, foster autonomy, and increase psychosocial safety at work. Only by addressing systemic stressors can workplaces prevent passion from becoming a pathway to depression.

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Thank you for reading

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