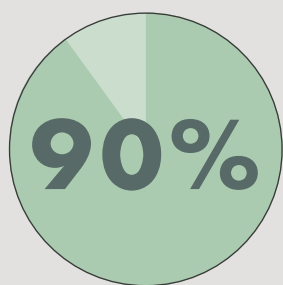


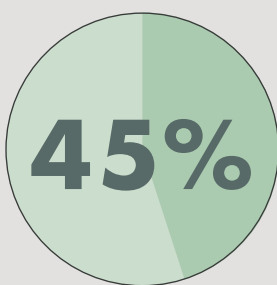
2021 RESILIENCE SURVEY

The 2021 Workplace Resilience Survey was conducted by WELCOA and Unmind. 228 U.S. employers and 1,000 U.S. employees participated in this research.

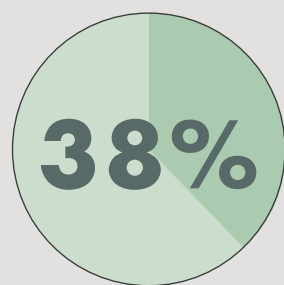
EMPLOYEES ARE BURNED OUT. AND EVERYONE IS FEELING IT.



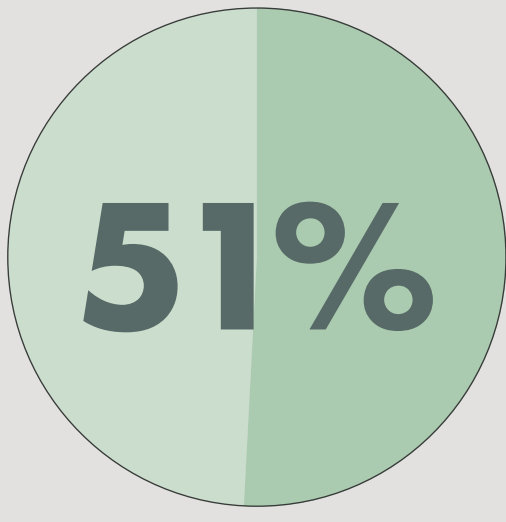
of **employers** are concerned that their employees are experiencing burnout



of **employees** have experienced symptoms of burnout over the last 12 months

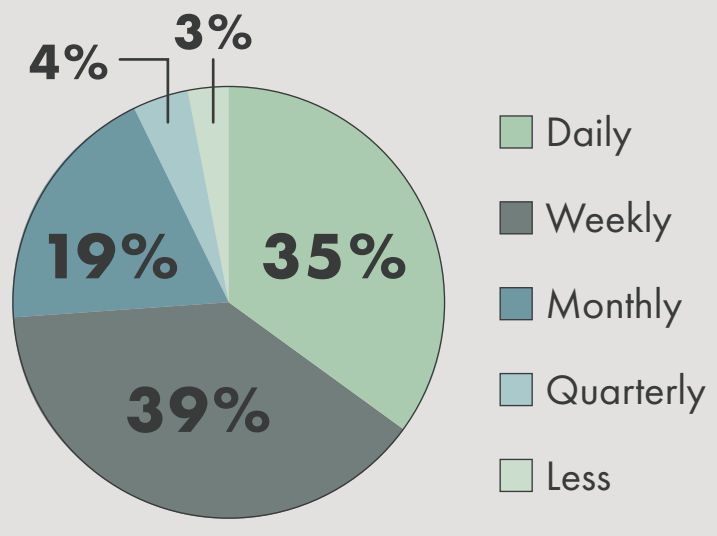


of **employees** say their mental health and well-being has been negatively impacted by COVID-19

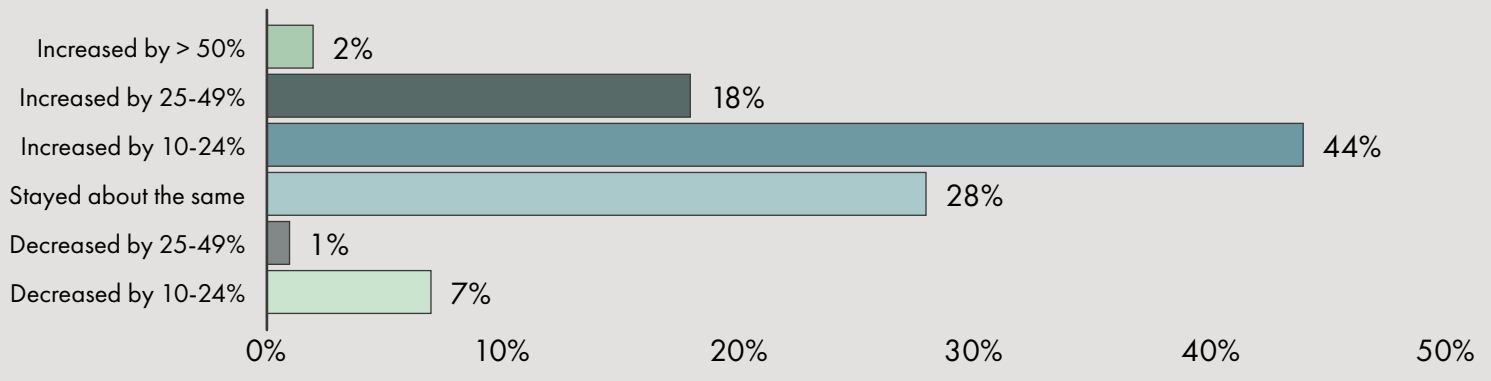


of **employers** say it has only gotten worse over the last 12 months

Employers Cite Work-Life Balance Coming Up Frequently as a Challenge to Employees



When asked to describe how working hours have changed, 64% of employers have seen employees' working hours increased since the pandemic started; the majority (44%) cited this increase as anywhere from 10%-24% over pre-pandemic working hours.



OFFERING FLEXIBLE REMOTE WORKING IS NOT ENOUGH



86% of **employers** are offering flexible remote work



But only **31%** of **employees** feel like their employer has taken steps to support their mental health

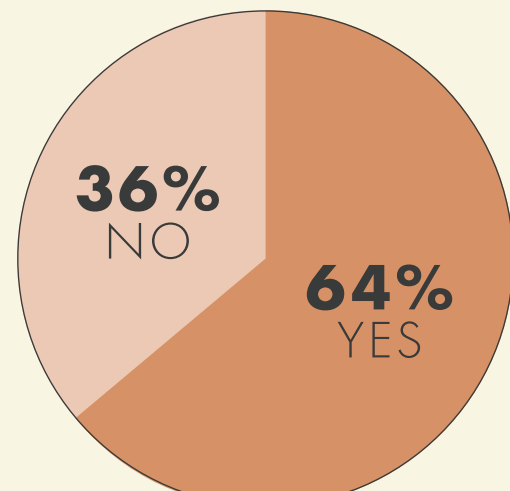
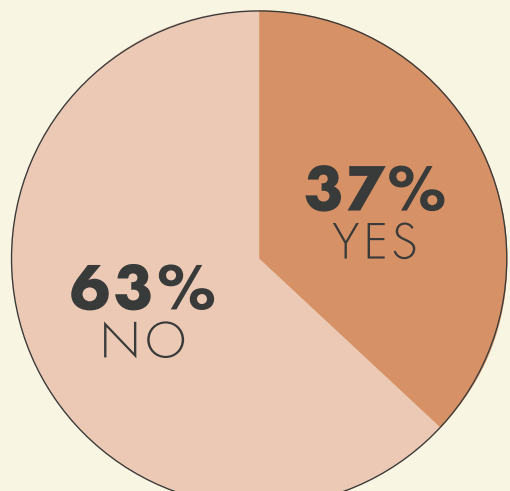
Top 5 Interventions for Supporting Work-Life Balance

1. Offering increased paid time off (91%)
2. Offering increased support for parents (89%)
3. Focusing on productivity, rather than working hours (89%)
4. Asking your employees how they would like to improve the work-life balance (84%)
5. Providing managers and leadership with training around promoting work-life balance among colleagues (80%)

MENTAL HEALTH STRATEGY

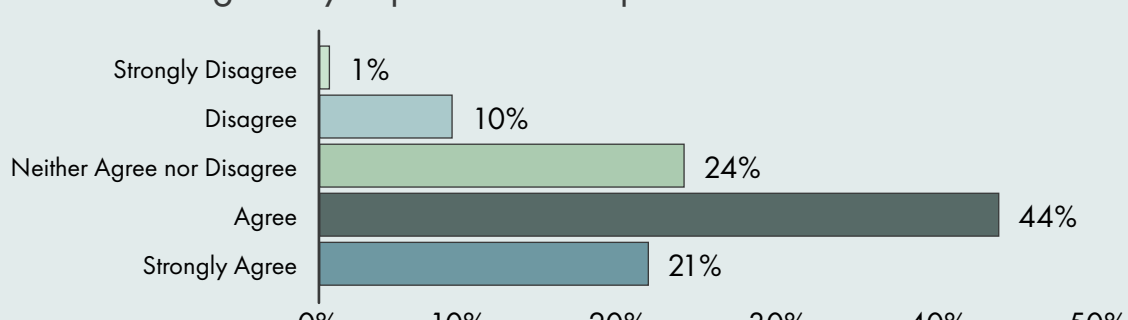
Only 37% of **employers** feel they have a strong understanding of the mental health and well-being of their people

64% of **employers** have a strategy in place for specifically managing employee mental health & well-being

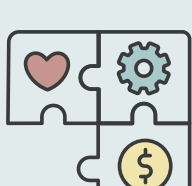
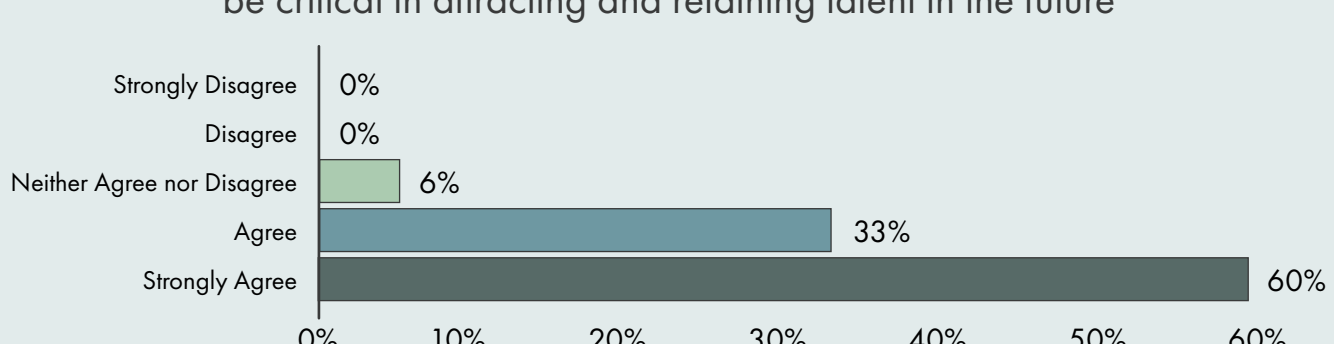


THERE IS STILL A LEADERSHIP SUPPORT DISCONNECT

65% of employers believe the mental health implications of COVID-19 will negatively impact business performance over the next 12 months



93% of employers believe employee well-being and support will be critical in attracting and retaining talent in the future



However, **senior leadership buy-in (27%)** and **lack of budget (14%)** are still the top reasons cited for **not having a mental health strategy** in place

MANAGEMENT TRAINING FOR MENTAL HEALTH COULD BE KEY



85% of employers cite **manager check-ins** as a top communication strategy for mental health support



42% of employers cite **manager training** as an area in which they are planning to increase their investment



38% of employers cite **mental health training** as an area in which they are planning to increase their investment



However, **only 17% of employees** are having more conversations with their managers about mental health and well-being, compared to the **33% who are having fewer** of these conversations