



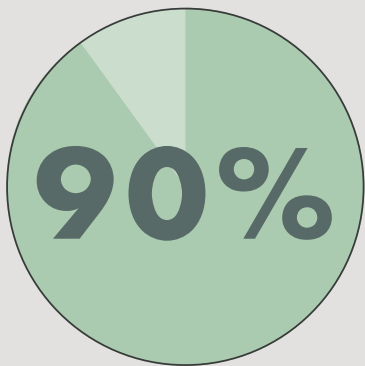
A WELCOA Premier Provider



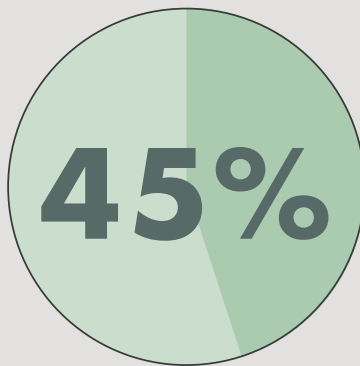
# 2021 RESILIENCE SURVEY

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.

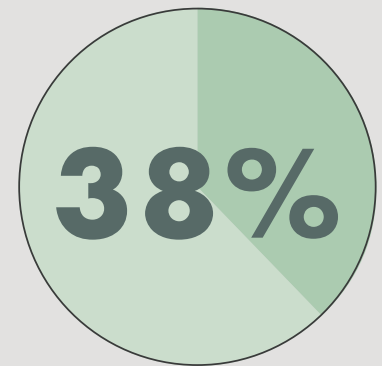
## EMPLOYEES ARE BURNED OUT. AND EVERYONE IS FEELING IT.



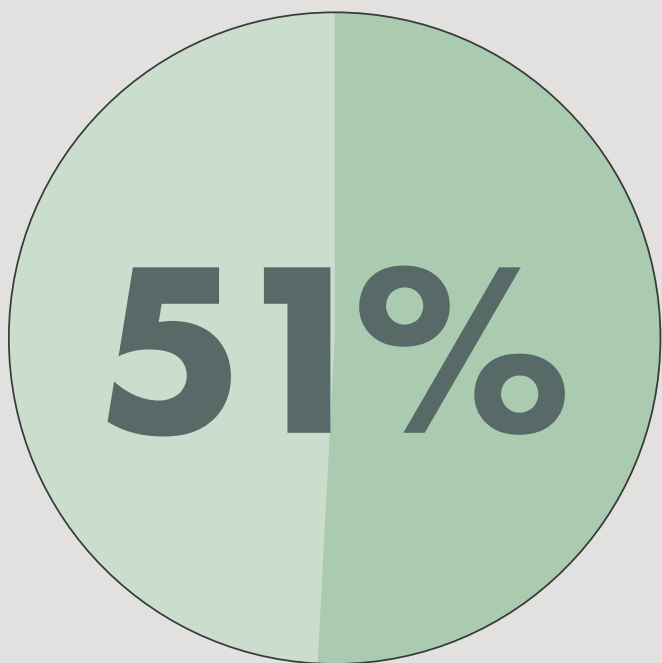
of **employers** are concerned that their employees are experiencing burnout



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

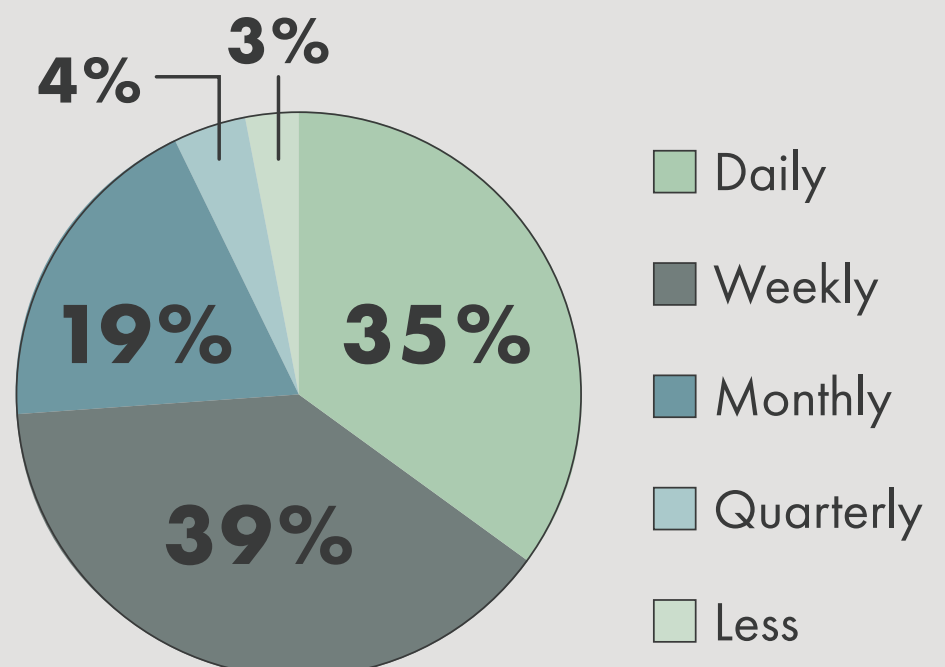


of **employees** say their mental health and well-being has been negatively impacted by COVID-19

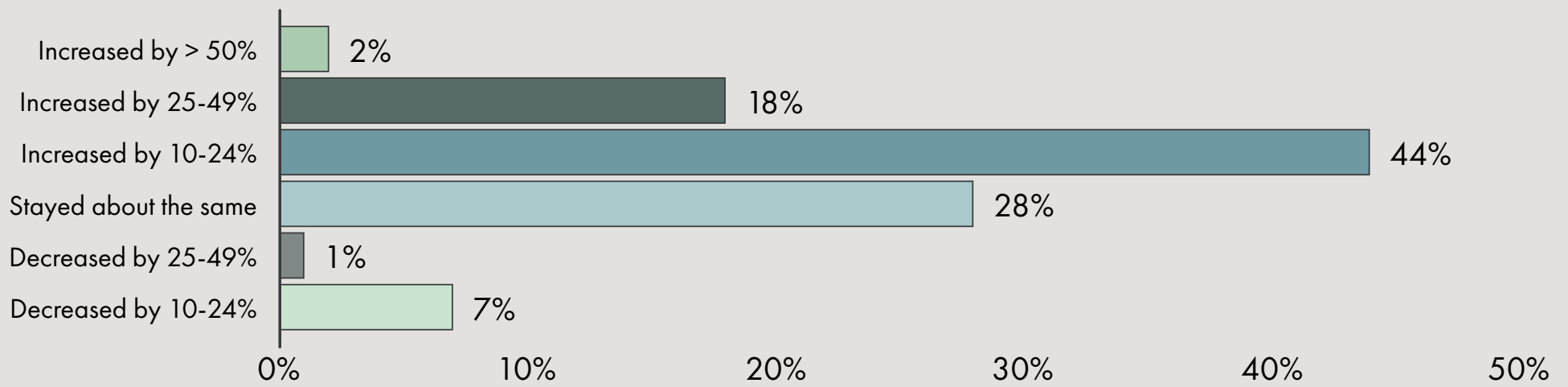


of **employers** say it has only gotten worse over the last 12 months

### 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



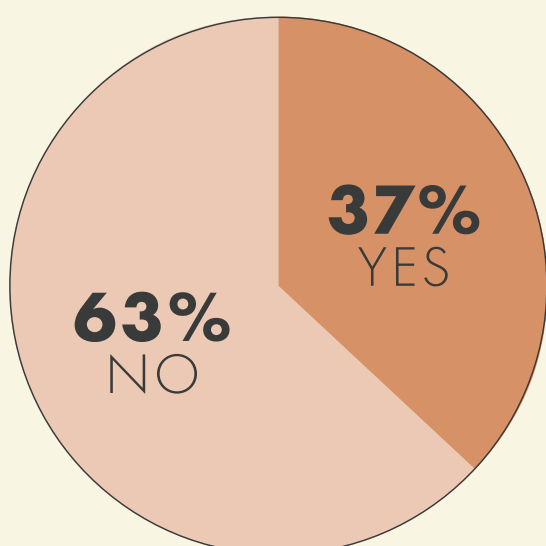
But only **31%** of **employees** feel like their employer has taken steps to support their mental health

### Top 5 Interventions for Supporting Work-Life Balance

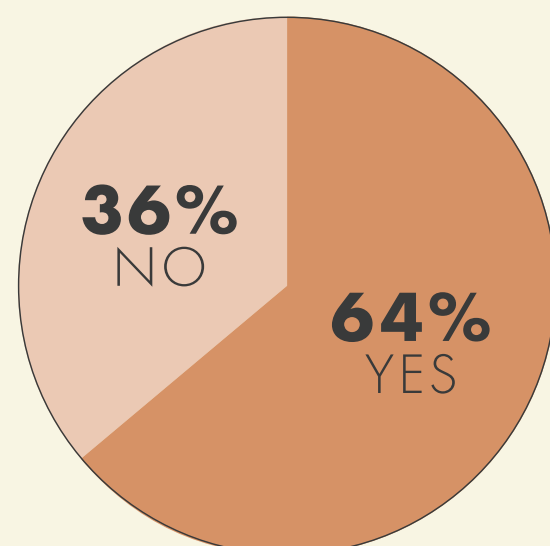
1. Offering increased paid time off (91%)
2. Offering increased support for parents (89%)
3. Focusing on productivity, rather than working hours (89%)
4. Asking your employees how they would like to improve the work-life balance (84%)
5. Providing managers and leadership with training around promoting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

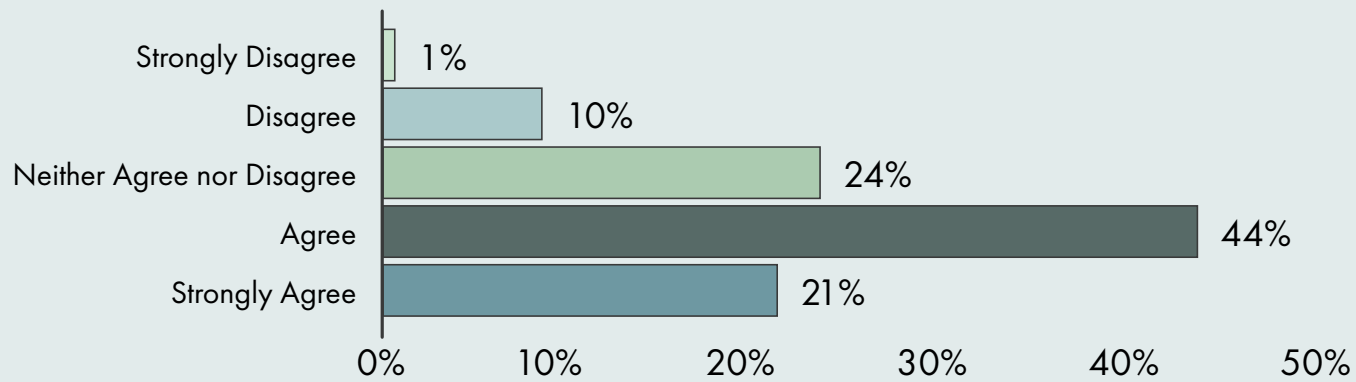


64% of **employers** have a strategy in place for specifically managing employee mental health & well-being

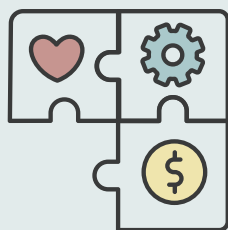
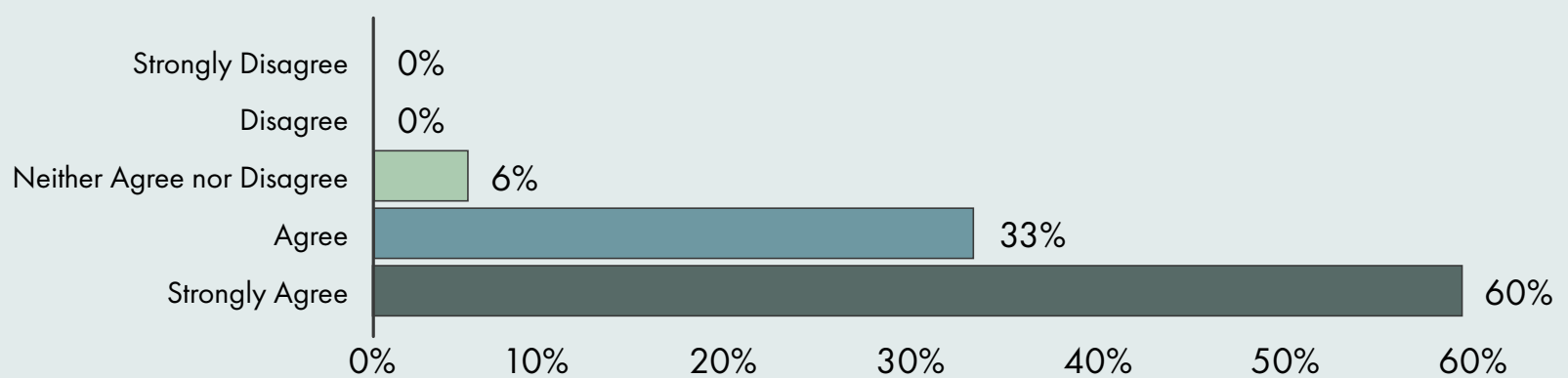


# THERE IS STILL A LEADERSHIP SUPPORT DISCONNECT

**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