



# Workforce Resilience is Critical in Uncertain Times

**AFTER SEVERAL YEARS OF DISRUPTION** to every part of work and life, it's clear that calm is not returning to the world, or to the workplace. We've entered an age where new risks lurk around every corner; economic uncertainty and volatility, changes in attitudes about flexible work, rising burnout, and a tight labor market.

**IN CHALLENGING TIMES, THE DIFFERENCE BETWEEN COMPANIES WHO ADAPT AND GROW, AND THOSE WHO STAGNATE, IS RESILIENCE.**

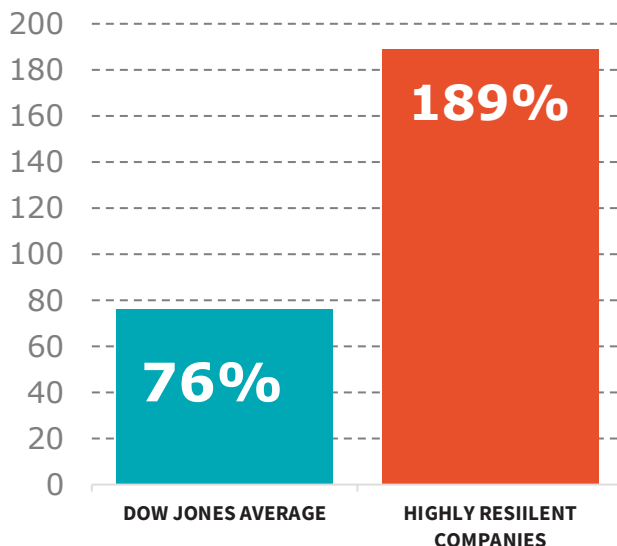
## RETAIN TOP TALENT, MAXIMIZE PRODUCTIVITY, REDUCE RISK

Research shows that **40% of turnover** is due to employee burnout, and that it costs an average of **213% of annual salary** to replace a highly-skilled employee.

Resilience training is proven to help companies retain their top performers. But it also improves productivity across the board. Our customers see an average **25% reduction in burnout** within their workforce, **10-29% less turnover**, and an **average annual savings of \$2,005** per enrolled employee.

“We’ve found that the folks that registered and are participating in meQ have **18% less turnover** than the folks that haven't done it. It's great to have some numbers behind us so it's not just an opinion or a feeling.”

**JAKE FLAITZ**  
Director of Benefits and Wellbeing  
**PAYCHEX**



## RESILIENT COMPANIES OUT-PERFORM THE MARKET

Publicly traded meQ customers with the highest resilience scores have consistently outpaced the financial performance of the overall stock market — in both up and down market periods.

Among meQ’s largest publicly-traded customers, companies with high resilience **outperformed the Dow Jones Industrial Average by 2.5x**

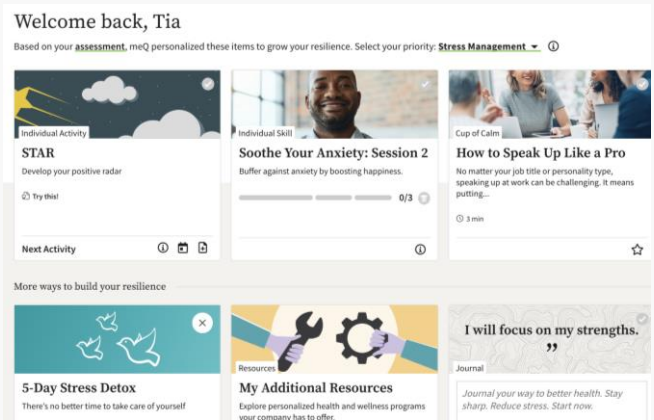
*(December 2015 – June 2022)*

# EMPLOYEE RESILIENCE IS THE BASIS OF ORGANIZATIONAL AGILITY

Developing individual resilience is game-changing for your people, both at work and in life, but a resilient workforce is also a game-changing for your company.

## HELP YOUR EMPLOYEES HELP THEMSELVES

meQ helps your people understand the thinking patterns and lifestyle habits that cause them to feel overwhelmed, anxious, or at risk of burnout. The program then delivers personalized step-by-step guidance to help them build their own resilience and abilities to manage challenging situations.



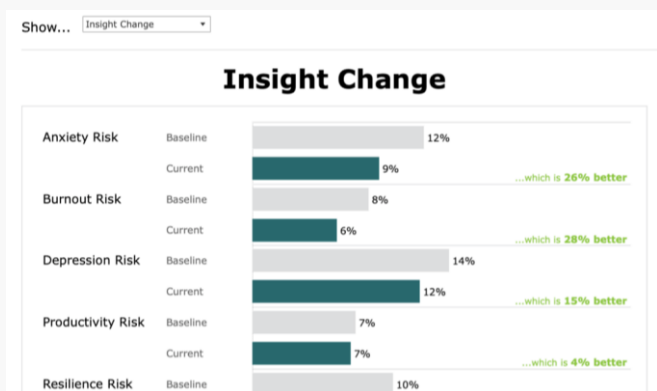
CORE RESILIENCE	CURRENT SCORE OUT OF 100	CHANGE	RECOMMENDED SKILL FOR THIS FACTOR:
Work-Life Balance <i>Current Score</i>	50	↑ +2	<a href="#">Creating Work-Life Balance</a>
Emotion Control	56	↑ +2	<a href="#">Change Your Mind, Change Your Life</a>
Energy	61	↑ +3	<a href="#">Boost Your Energy</a>
Mindfulness	61	↑ +1	<a href="#">Mindfulness Meditation, Session 1</a>
Show All Resilience Factors			

## SET MANAGERS UP FOR SUCCESS

Managers are being challenged to do more with less, to deliver on productivity goals while getting the most out of individuals experiencing stress from all sides. meQ gives managers the tools to lead with empathy, to help their team be their best selves, so that together your workforce can be a force for growth.

## KNOW WHAT'S GOING ON ACROSS YOUR WORKFORCE

Track resilience improvement across departments and demographics, easily identify areas of risk, and act on them with targeted content that's proven to improve productivity, reduce turnover, and build a growth mindset across your whole workforce



**Resilience improves engagement, reduces burnout, and drives productivity. Download [The Resilience Imperative](#) to learn more.**