

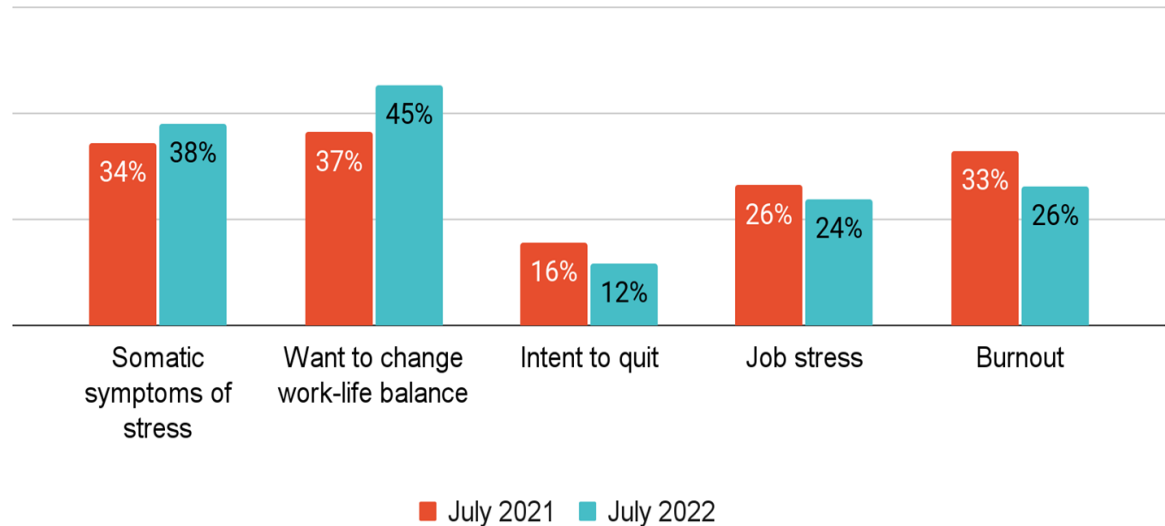
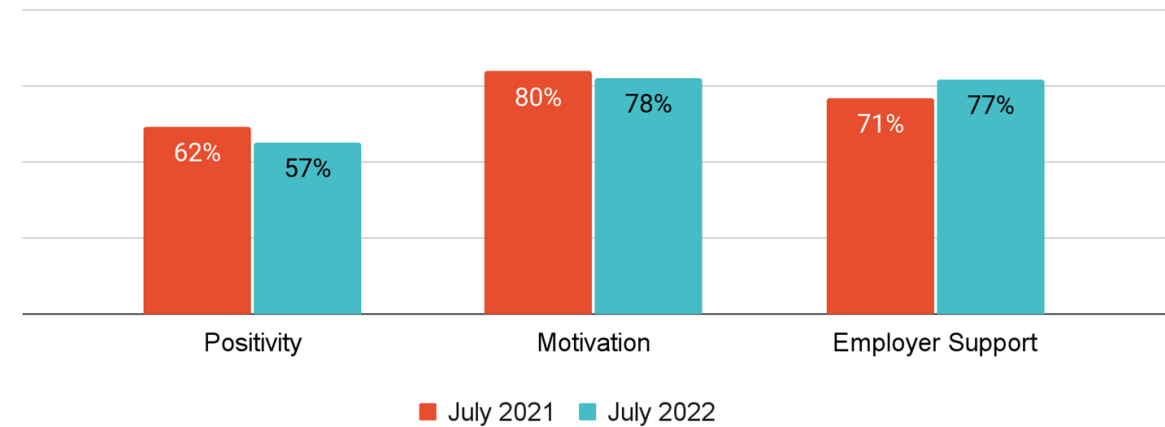


**Psychological Safety +
Employee Wellbeing:
A 2022 meQ Member
Research Report**

Overall Wellbeing Trends



Year over year wellbeing trends were mixed and modest



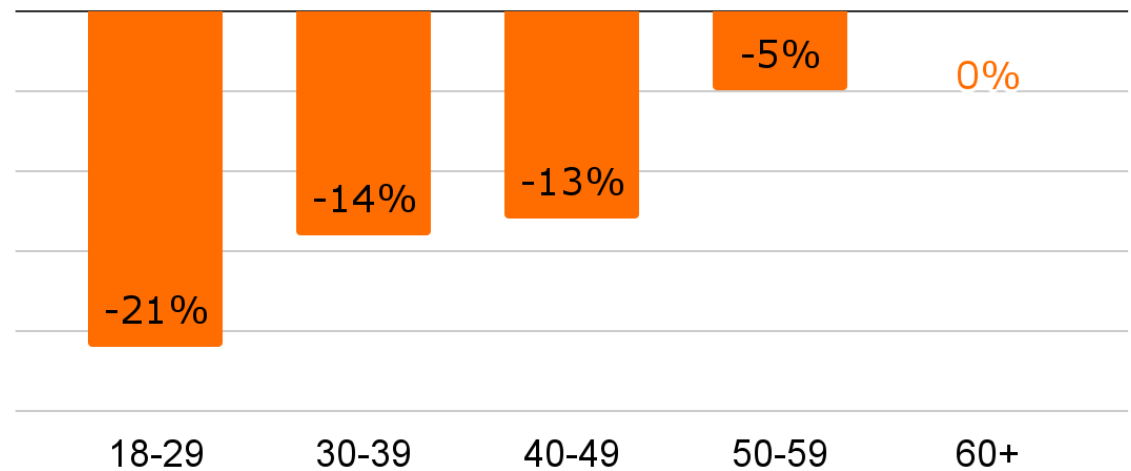
Source: July 2021 and July 2022 meQuilibrium Self Checks, N=6338 and N=6977

Positivity declined the most among the youngest employees over the past year.

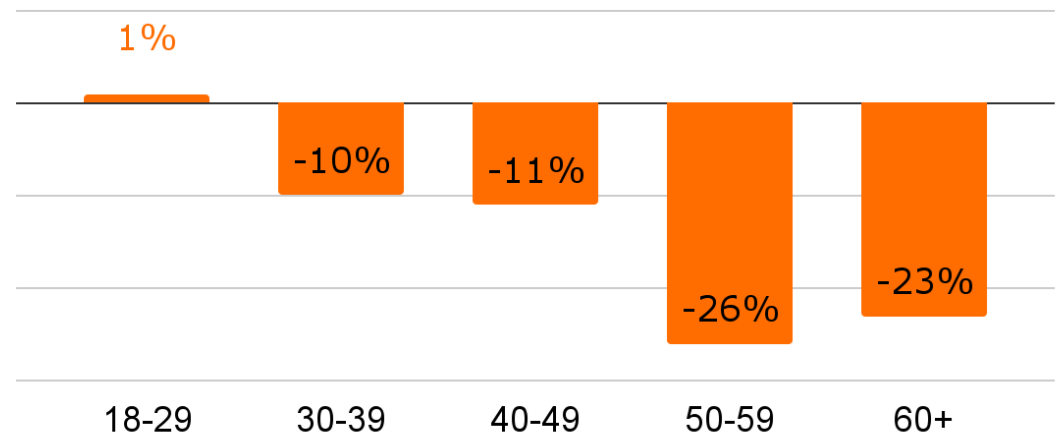
Turnover intent declined across the board, *except* among the youngest.

Source: July 2021 and July 2022 meQuilibrium Self Checks, N=3926 and N=4671

Positivity Change by Age Group: July 2021 - July 2022



Change in Intent to Quit by Age Group: July 2021 - July 2022

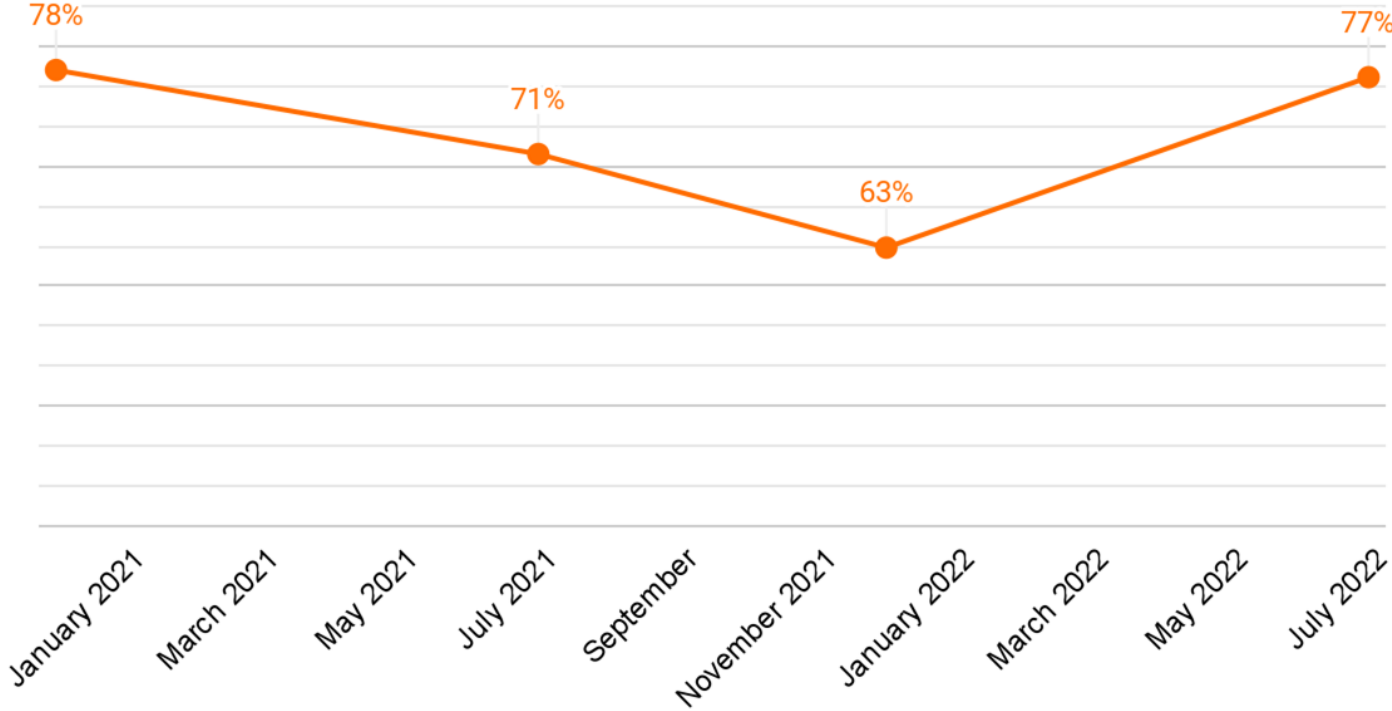


Perceived Employer Support



After a strong decline over the past 18 months, perceived employer support has rebounded to its level from early in the pandemic

Percent of Employees Feeling Strongly Supported related to COVID-19 Pandemic



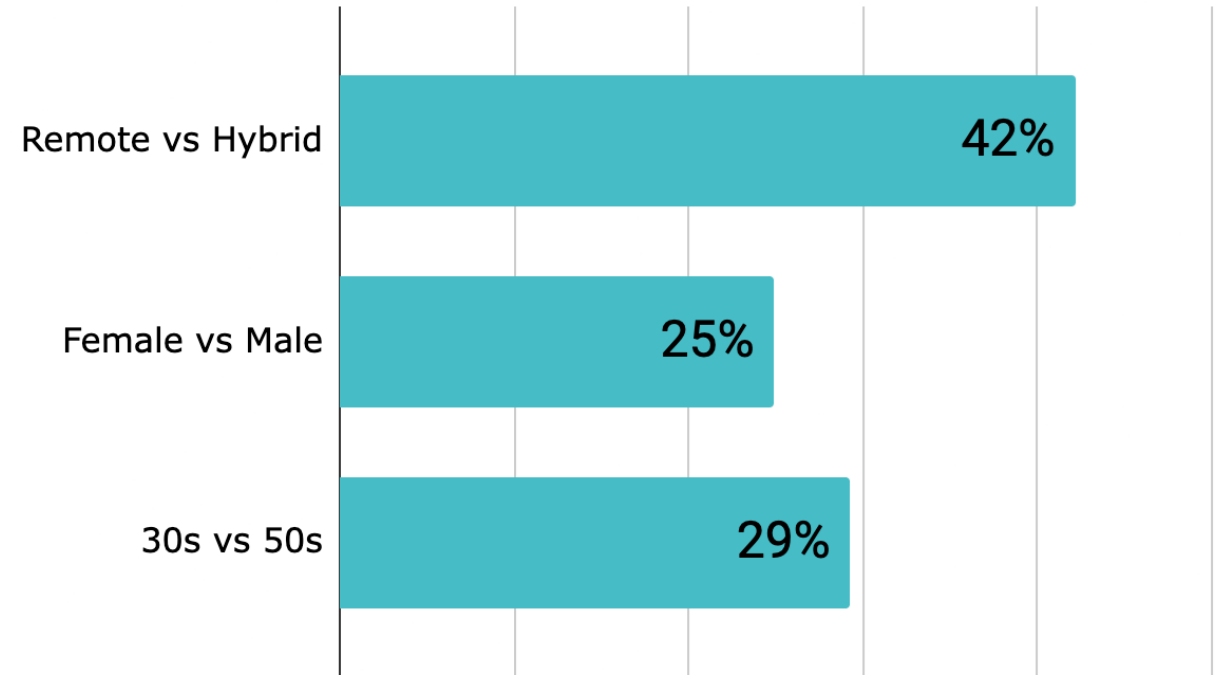
Turnover Risk: Remote, Onsite, and Hybrid



Among hybrid or remote employees, women, younger employees and those currently in fully remote roles are most likely to quit if required to return to the office full time

Source: July 2022 meQuilibrium Self Check, N=1100 remote or hybrid employees

Differences in turnover propensity by demographics and work location

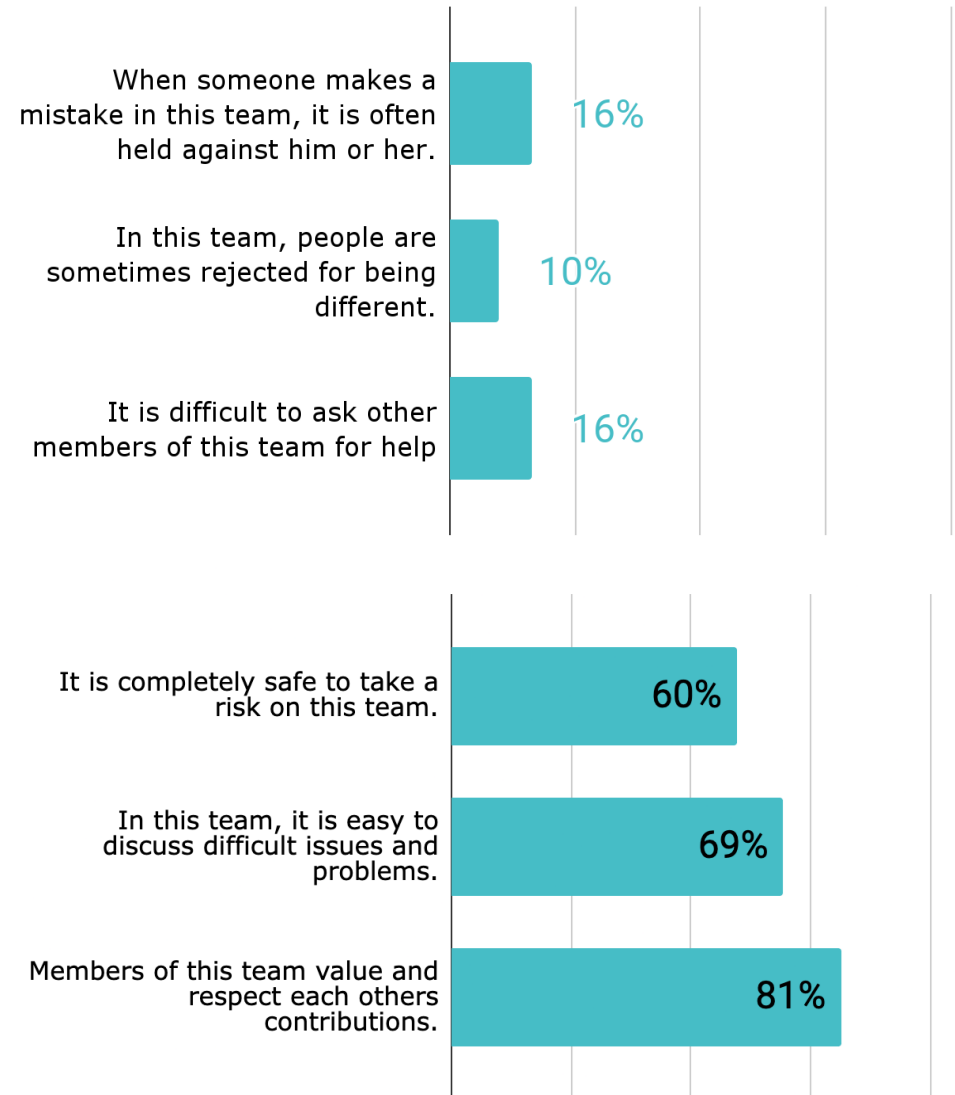


Psychological Safety

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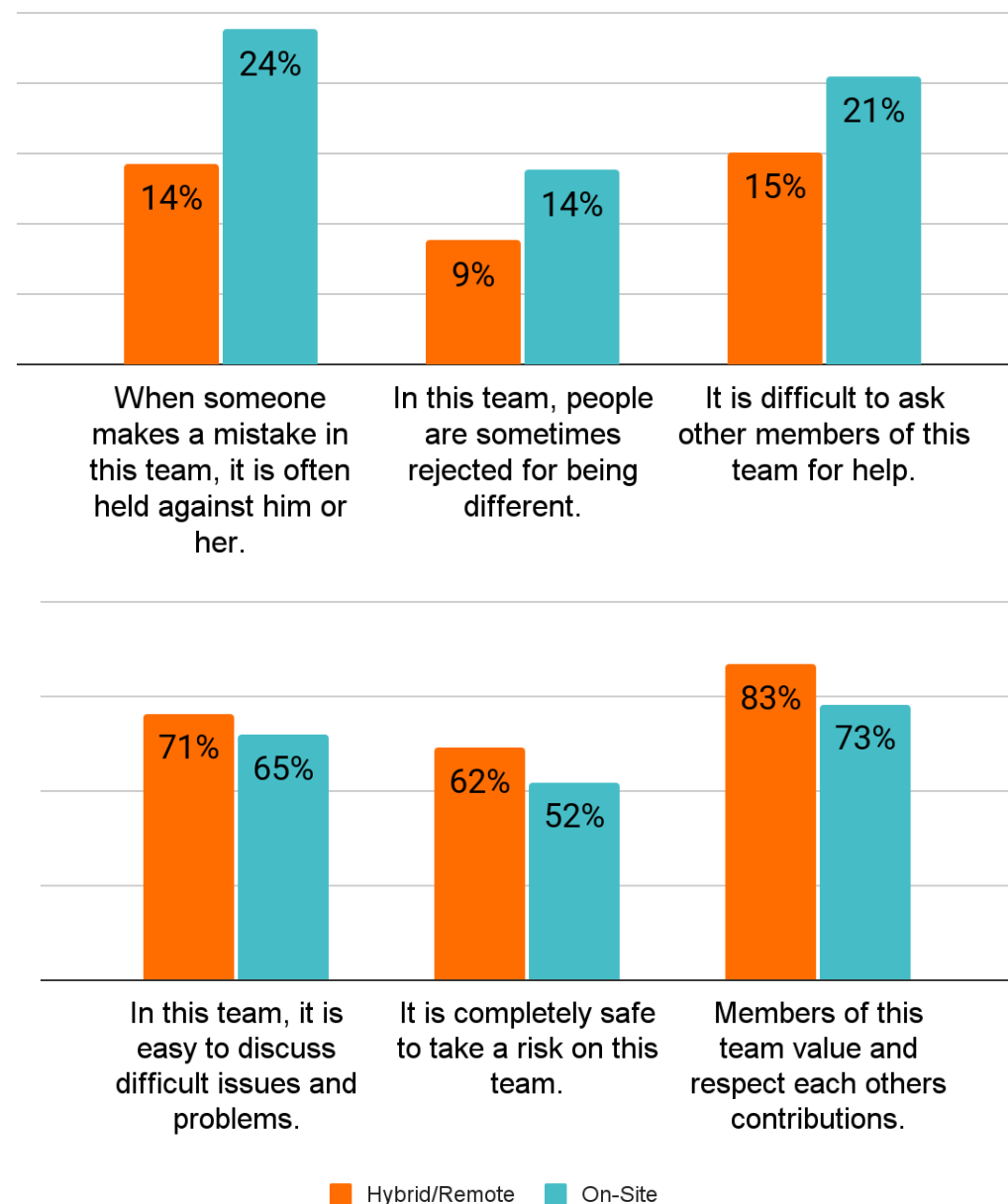
On balance, employees feel a high degree of psychological safety within their teams

Source: July 2022 meQuilibrium Self Check, N=3952



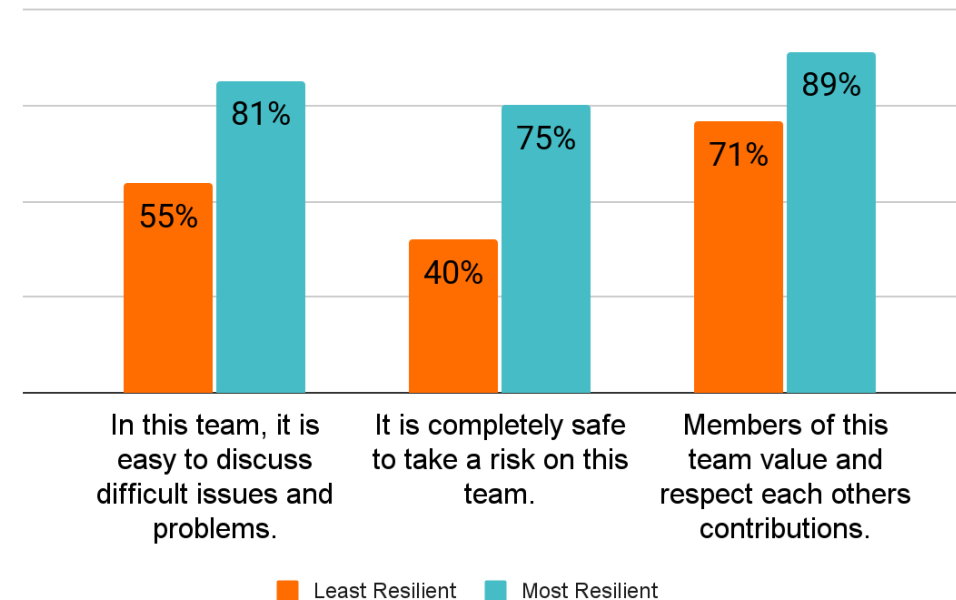
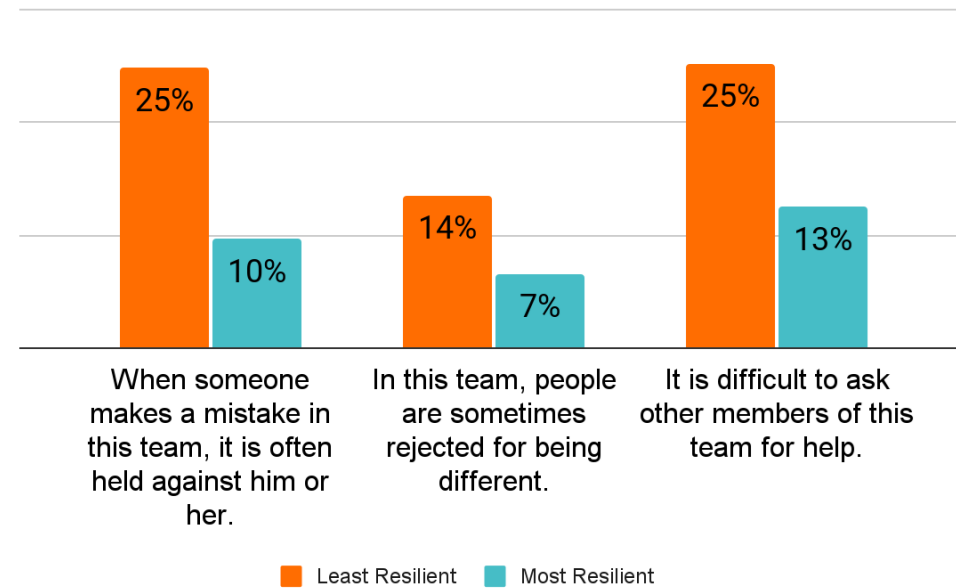
Remote/Hybrid employees enjoy greater psychological safety than on-site employees

Source: July 2022 meQuilibrium Self Check, N=3952



Resilient employees report a higher degree of psychological safety than the less resilient.

Source: July 2022 meQuilibrium Self Check, N=3952



Managers in the Middle



Most employees generally feel strongly supported by their manager and their team.

However, managers feel less supported by their own leaders than individual contributors.

Source: July 2022 meQuilibrium Self Check, N=3952

80%

of Employees feel their team strongly supports their wellbeing

79%

of Employees feel their manager strongly supports their wellbeing

-10%

But, Managers are 10% less likely than individual contributors to feel their manager strongly supports their wellbeing

Lower perceived leadership support for wellbeing among managers is associated with stress and burnout risk

7x

Larger increase in somatic symptoms of stress among managers compared to individual contributors

18%

Higher risk of burnout among managers compared to individual contributors

Source: July 2022 meQuilibrium Self Check, N=1100 remote or hybrid employees

Yet, Manager support for employee mental wellbeing is a powerful foundation for team psychological safety



Manager support for mental wellbeing improves engagement and employee outcomes

Employees who enjoy strong manager support for their mental wellbeing are:

-42%

less likely to quit

-33%

less likely to suffer burnout

31%

more likely to speak highly of their employer to friends

63%

more likely to say the organization inspires the best in the way of job performance

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Thank You