



meQuilibrium

DECEMBER 2021
SELF-CHECK

ABOUT THE BI-ANNUAL SELF-CHECK

Since June 2020, meQuilibrium has been surveying its members – employed adults working for major US-based or multinational organizations – about their emotional wellbeing.

In total, four surveys have been conducted.

The most recent survey was conducted in December 2021 using a HIPAA-compliant survey platform. Questions assessed workplace climate/support and general wellbeing, including a subset of questions from meQuilibrium's clinically validated assessment. A total of 6,369 members completed the December 2021 survey.

The average age of survey completers was 48 years, and the sample tended slightly more female (63% vs 56%) than the meQ population.

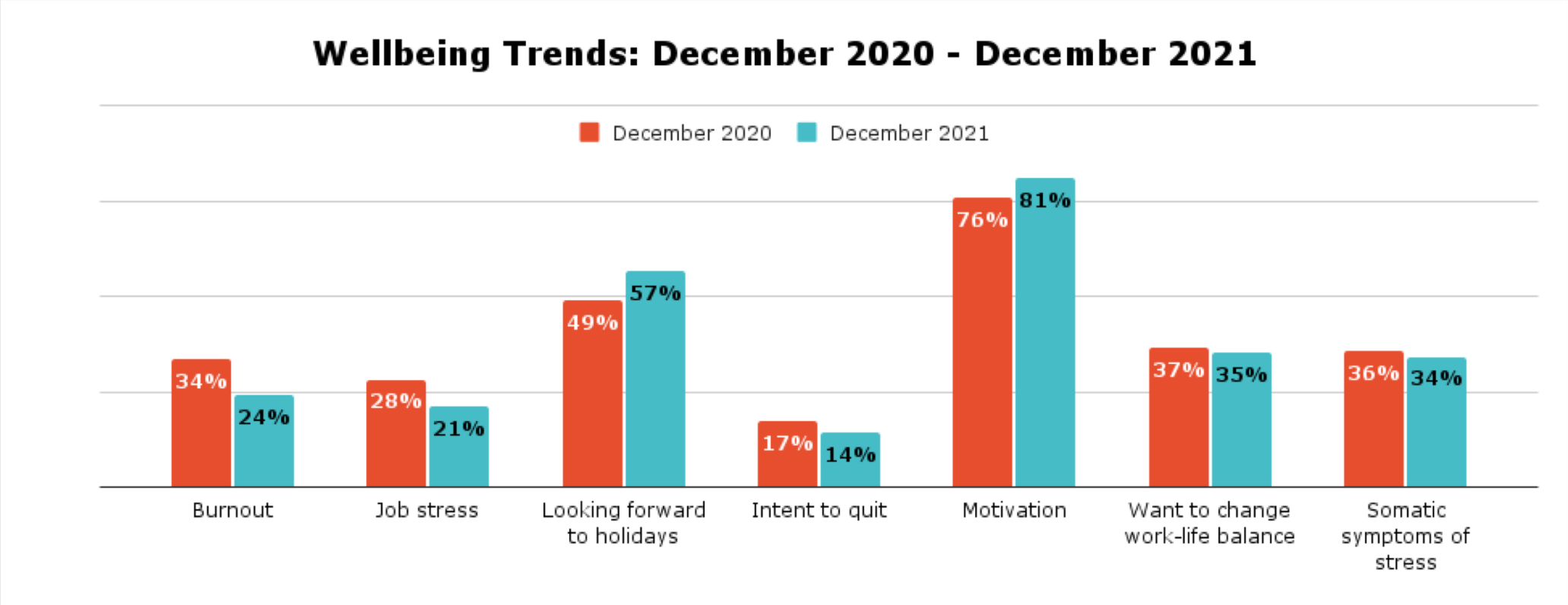
Members were incentivized to complete the survey with a \$1 donation to the National Alliance for Mental Illness.



Overall Wellbeing and Employer Support

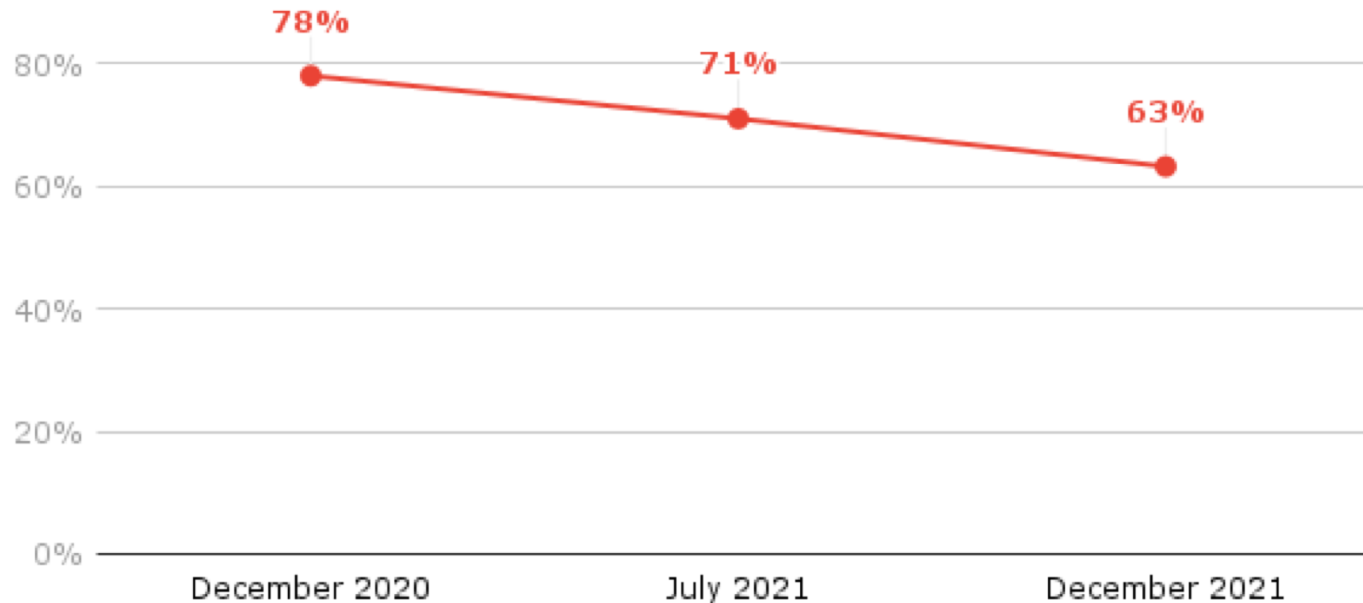
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For the first time in 21 months, we see modest improvements across a number of indicators of employee wellbeing.



Employees' perceptions of employer support continue to slip.

Perceived Employer Support Trend: December 2020 - December 2021



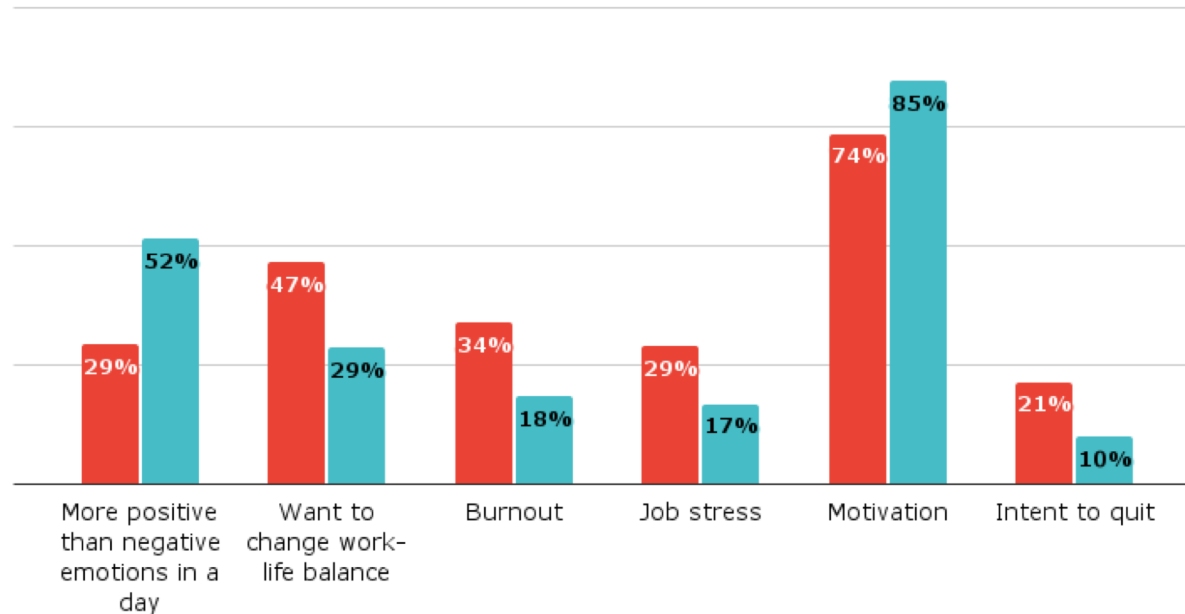
The generally positive trends we see in wellbeing indicators are tempered by a concerning undercurrent.

Compared to a year ago, employees are significantly less likely to feel strongly supported by their employer.

It's no time for employers to back off from supporting their workforce.

The Impact of Employer Support on Wellbeing: December 2021

■ Not strongly supported ■ Strongly supported



Across six key indicators of wellbeing, employees who feel strongly supported by their employer have broadly better wellbeing outcomes than those who do not feel strongly supported.

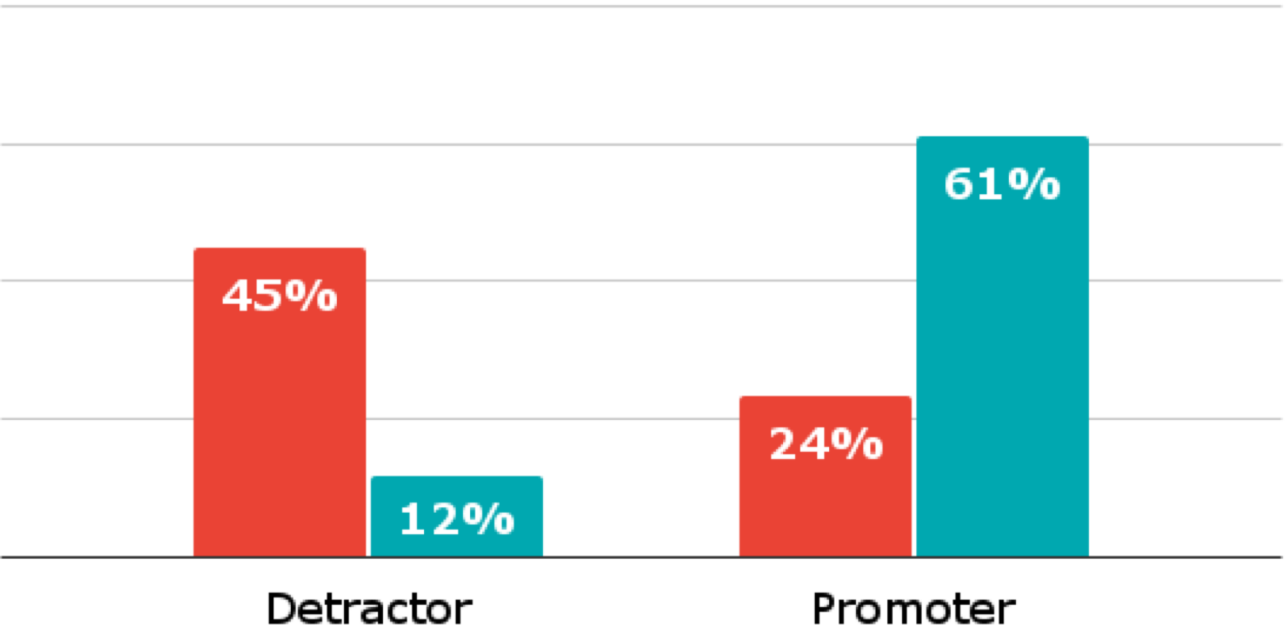
Well-supported employees are:

- are more positive,
- have better work life balance
- are less burned-out,
- bear lower job stress,
- are more motivated, and
- **are half as likely to turn over**

Strong Support From Employers Pays off in Employee Loyalty

eNPS Scores by Degree of Employer Support

■ Not strongly supported ■ Strongly supported



Previous self-checks demonstrated the powerful protective effect of employer support on employee wellbeing.

Results from the December 2021 self-check show an additional benefit of strong employer support for employee loyalty:

- Strongly supported employees are **73% LESS LIKELY TO BE A DETRACTOR OF THEIR EMPLOYER** compared to less well supported employees
- Strongly supported employees are **2.5X AS LIKELY AS LESS WELL SUPPORTED EMPLOYEES TO BE A PROMOTER OF THEIR EMPLOYER**

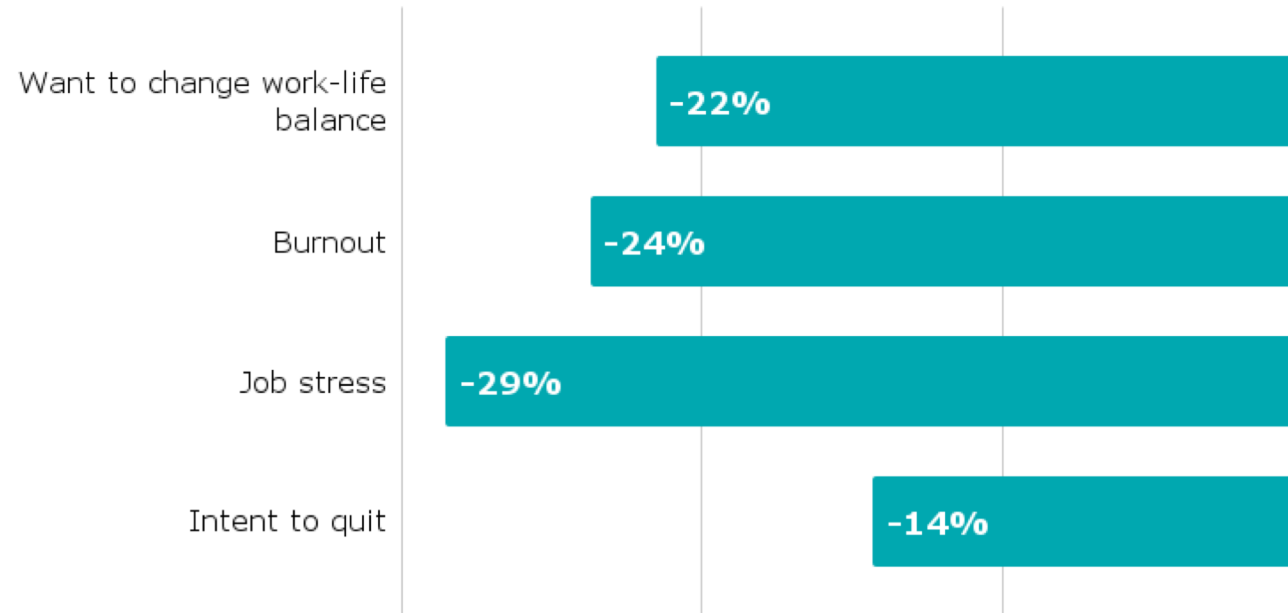


Does Self-Care Still Matter?

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Self care by engagement with digital resilience coaching remains powerfully protective of wellbeing.

What wellbeing advantage do employees who are highly engaged with digital resilience coaching have compared to those who are least well engaged?



Previous self-checks demonstrated the powerful protective effect of self care on individuals' wellbeing.

Even almost 2 years into the pandemic, employees who are have the highest engagement in self-care through meQuilibrium are notably better off than those who are least well engaged.



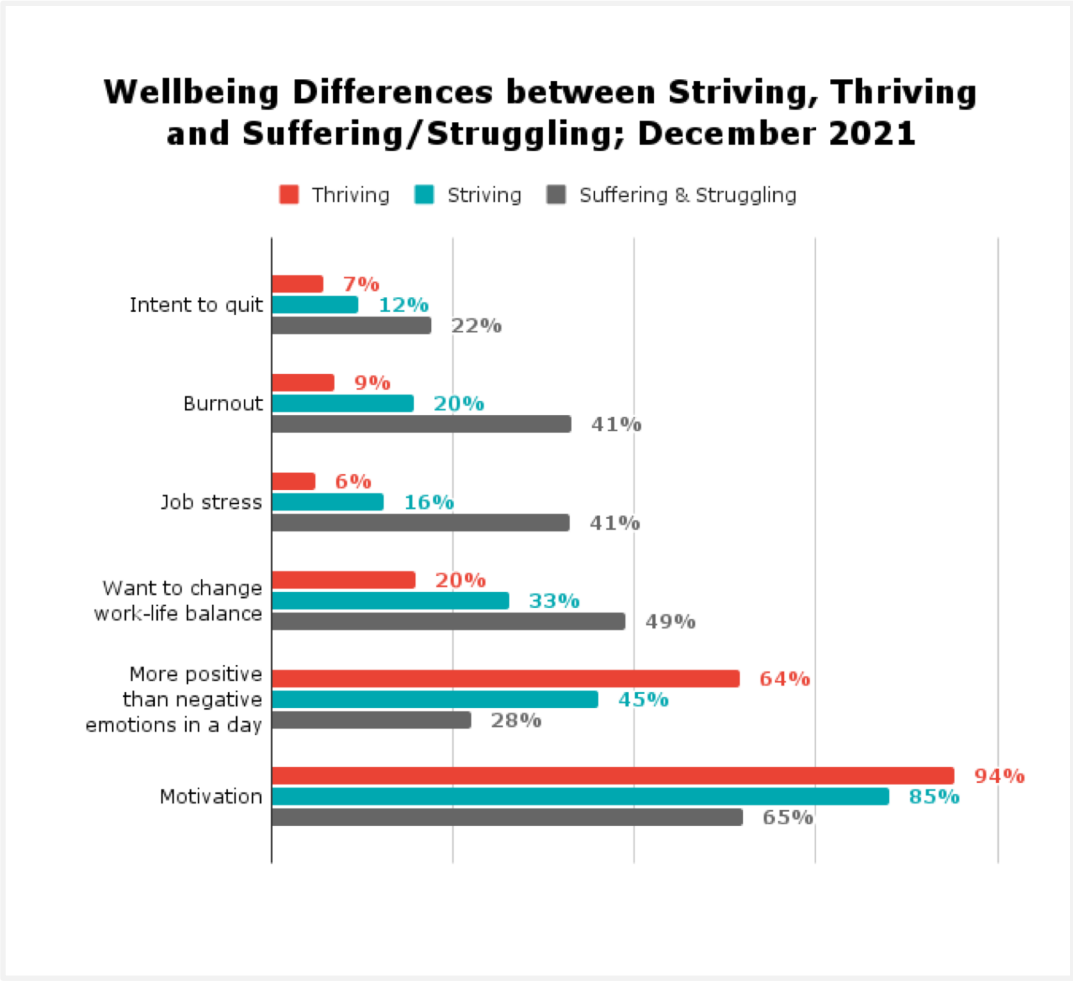
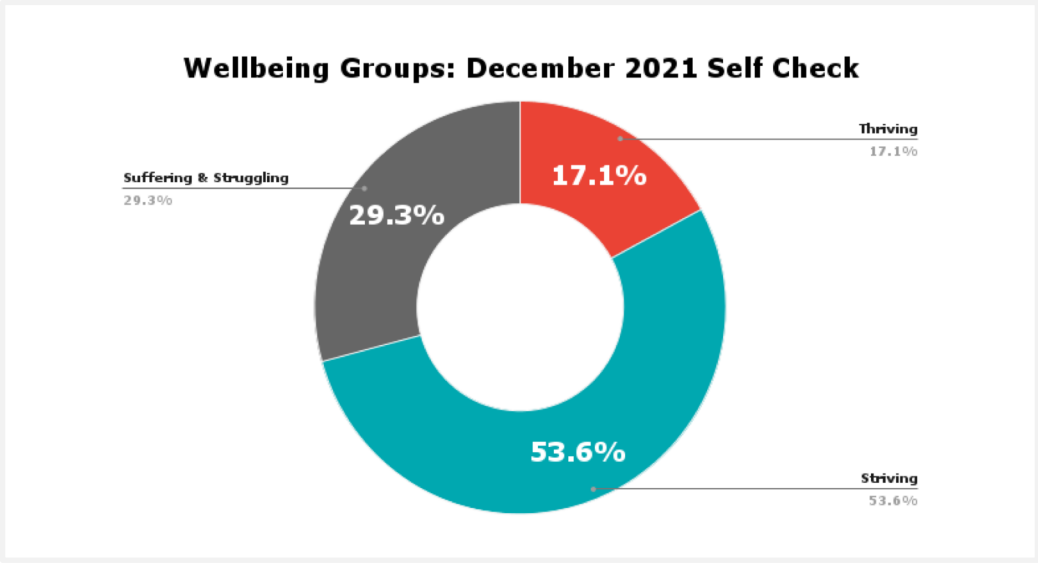
A Tale of Three Cities

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At the end of 2021, employee wellbeing is a “Tale of Three Cities”

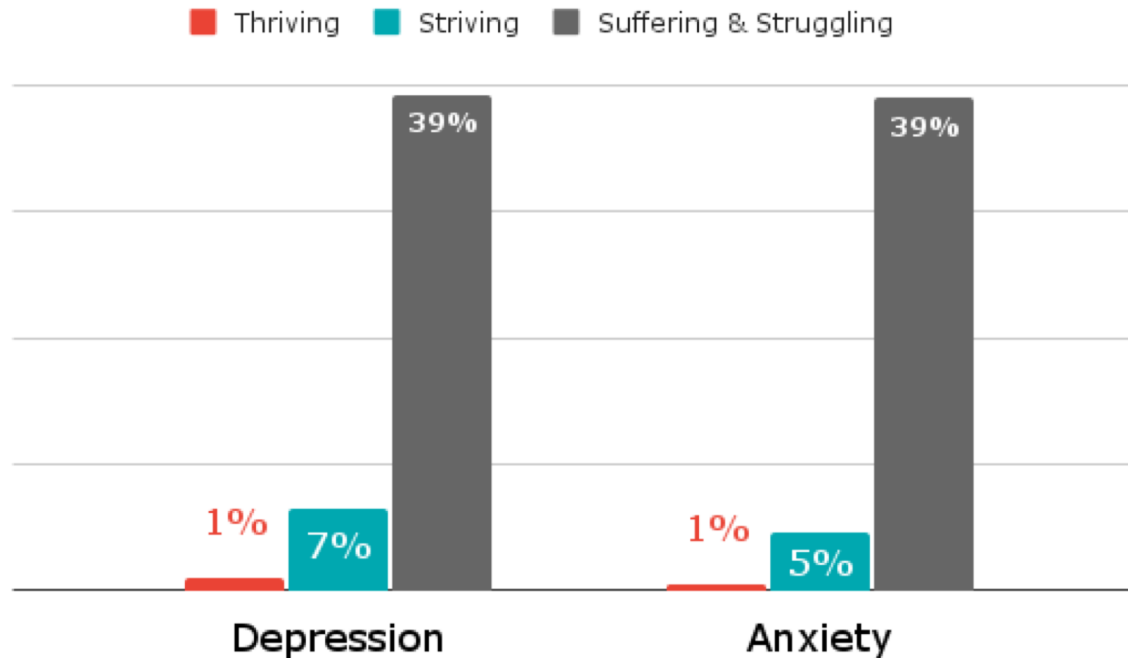
Based on stress management scores, meQuilibrium is able to classify members along a continuum that ranges from Suffering to Thriving. In December 2021, wellbeing outcomes differed fairly dramatically across this spectrum.

- **THRIVING** (17% of the workforce we surveyed) are, on balance, doing quite well. They are content in their jobs, refreshed rather than burned out, have a broadly positive outlook on life and are highly motivated.
- **STRIVING** (53% of the population) are getting by and showing middle-of-the road levels of wellbeing.
- **SUFFERING/STRUGGLING** (29% of the workforce we surveyed). This group is doing much less well. They are burned out, stressed out, unmotivated, unbalanced in work and life and lacking positivity.



Mental health risks are dramatically different across the wellbeing continuum.

How Do Mental Health Risks Differ Across the Wellbeing Continuum?



In addition to the differences in wellbeing indicators noted across the spectrum, there is a stark divide in mental health risks across the wellbeing continuum:

- More than 1 in 3 members in the **SUFFERING & STRUGGLING** group show signs of moderate or worse Depression or Anxiety.
- 5% to 7% of employees in the **STRIVING** group are at high risk for depression and anxiety.
- Less than 1% of employees in the **THRIVING** group are at high risk for these conditions.

Who is Suffering/Struggling?

18-29 year olds are

2.4X

more likely to be
SUFFERING/STRUGGLING
than Striving/Thriving

Single, never married
employees are

+74%

more likely to be in the
SUFFERING/STRUGGLING group
than in the Striving/Thriving group

BURNOUT RISK is

2.3X

higher among the
SUFFERING/STRUGGLING
than among Striving/Thriving

SUFFERING/STRUGGLING
employees are

50%

more likely to be a
Detractor on eNPS

SUFFERING/STRUGGLING
employees are

2X

more likely than the
Striving/Thriving to be
thinking about quitting

EMOTION CONTROL scores are

-32%

lower among the
SUFFERING/STRUGGLING
than in the Striving/Thriving group

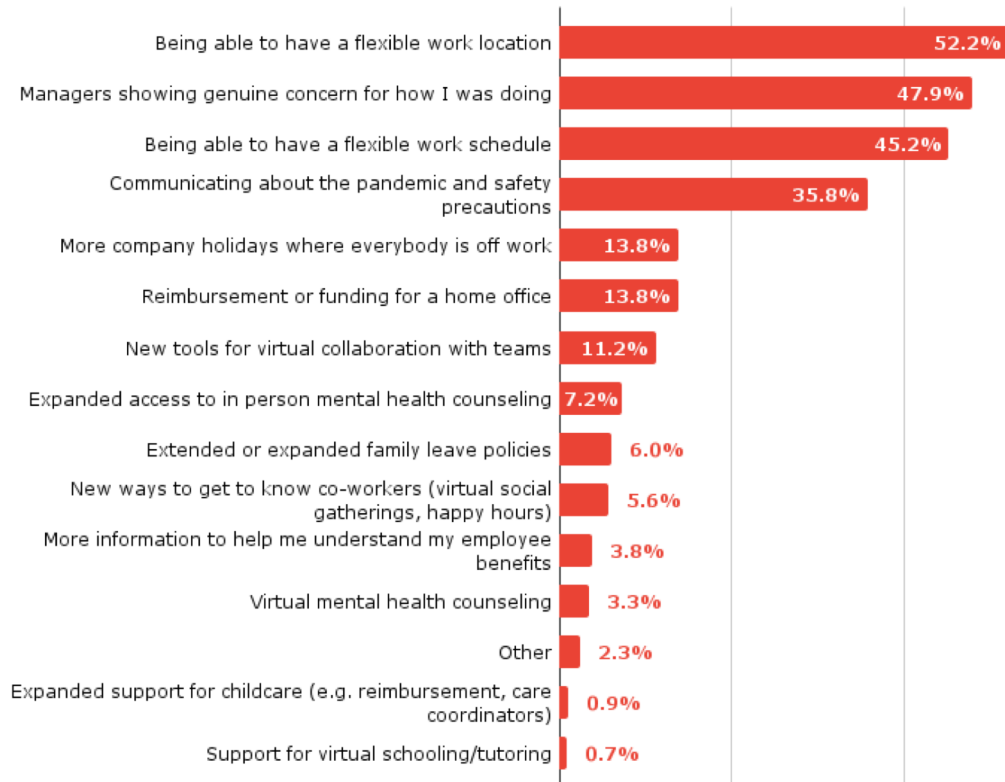


What is a Supportive Employer?

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What types of employer support do employees find most helpful?

Top Types of Employer Support:



Previous waves of the meQuilibrium self-check demonstrated the powerful protective effect of employer support on employee wellbeing.

In this wave of the self-check, we took a deep dive to ask what employers did that was most supportive.

What employees found most supportive was dominated by four things: practical, concrete adjustments such as flexible schedules and workplaces, together with emotional support from leaders and clear communication about pandemic precautions.

There were notable differences in what employees found supportive by current work location:

- remote/hybrid employees valued a flexible location **258% MORE** than on-site employees
- remote/hybrid employees valued a flexible schedule **56% MORE** than on-site employees
- good employer communication about the pandemic was valued **56% MORE** by onsite employees



What is the Workforce Worried About?

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What are employees worried about?

While the pandemic has had a huge impact on employee wellbeing, other concerns over the past year have added threats to employee wellbeing.

We asked employees to rank their top 3 worries as part of the December 2021 self-check. The graphic at left shows the percent of employees who listed each topic as their top concern.

The ongoing pandemic is still at the top of the list, but a collection of other worries ranging from inflation to crime and violence to political or racial divisions are of major concern to a sizeable minority of the workforce.

