meQ | RESILIENCE 2023

The Changing Employer-Employee Relationship



FEATURING: ANDREW SHATTÉ, PH.D., Chief Knowledge Officer and Co-founder, meQuilibrium (meQ) + **DAVID RODRIGUEZ, PH.D.**, Board Director, American Woodmark and Globe Life, Formerly Chief HR Officer, Marriott International

Business Only Trusted Institution

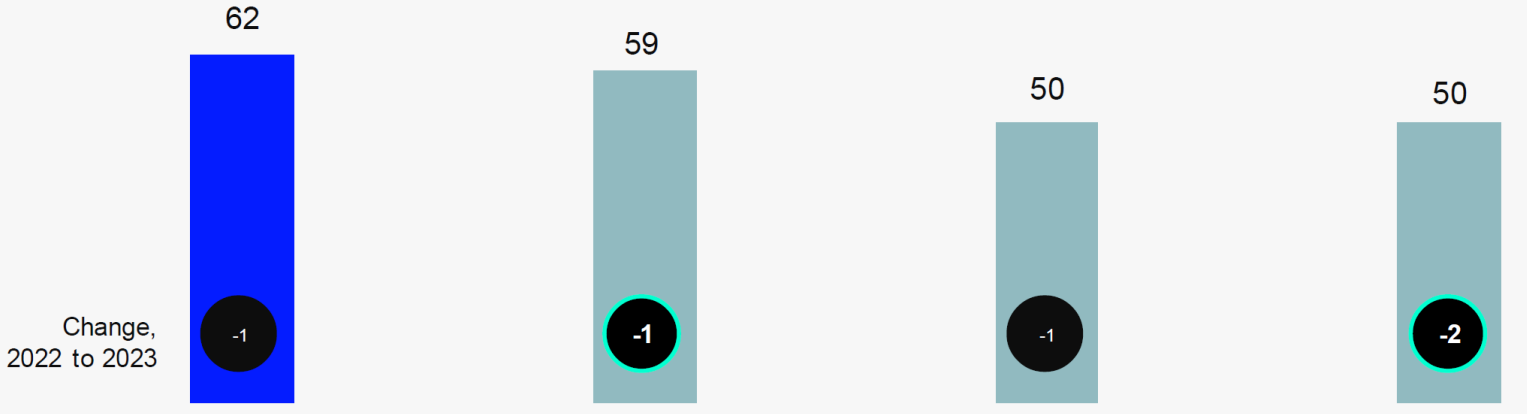
Percent trust

GLOBAL 26 excludes France

Distrust (1-49) | Neutral (50-59) | Trust (60-100)

- 0 +

Significant change



	Business	NGOs	Government	Media
Least-trusting countries for each institution	Spain 49	*Sweden 44	Japan 33	UK 37
	Japan 47	Germany 41	S. Africa 22	Japan 34
	S. Korea 38	Japan 38	Argentina 20	S. Korea 27

2023 Edelman Trust Barometer. TRU_INS. Below is a list of institutions. For each one, please indicate how much you trust that institution to do what is right. 9-point scale; top 4 box, trust. General population, 26-mkt avg. *Sweden is not included in the global average. Year-over-year changes were tested for significance using a t-test set at the 99%+ confidence level.

Due to a translation inconsistency, the France data was removed from this slide. For more details contact the Trust Barometer research team.

“You cannot deliver value unless you anchor the company's values. Values make an unsinkable ship. Code of conduct goes beyond legal compliance and every employee needs to be well versed with it.”

INDRA NOOYI



At PepsiCo, we believe in **Winning with Purpose**. Our ambition is to win sustainably in the marketplace, while doing good for the planet and our communities.

-- Ramon Laguarta
Chief Executive Officer of PepsiCo

PEPSICO



PSYCHOLOGICAL SAFETY IS

The belief, shared by team members, that they are safe to take risks, make mistakes, and express themselves openly (but respectfully) without jeopardizing their feelings, jobs, reputations, or positions.

Volatility

Uncertainty

Complexity

Ambiguity

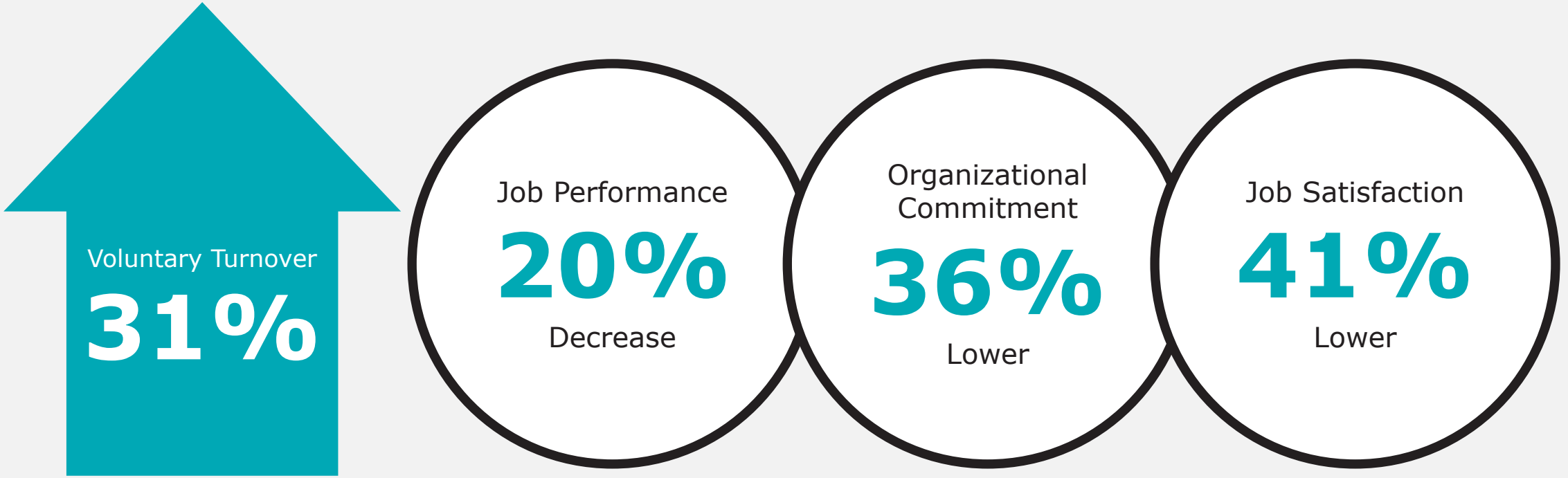


- Economic Uncertainty/Recession
- Transformational Change at unheralded rates
- Layoffs/Staff Shortage
- “Resentee-ism”

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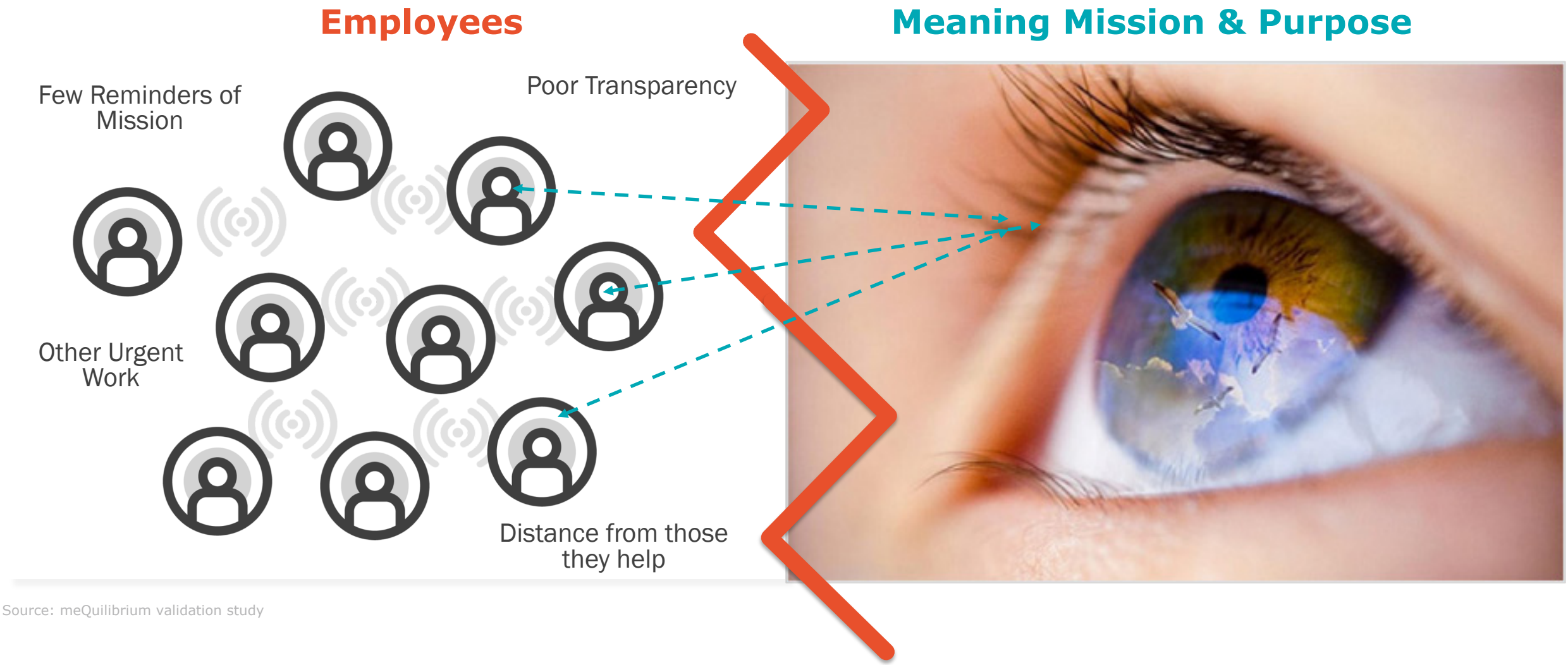
The Long Tail of Workforce Reduction

Employers see significant declines in workforce engagement among retained employees



Source: Harvard Business Review

LOSING THE SIGNAL



Source: meQuilibrium validation study

About meQ



OUR MISSION

Make Every Workforce a Force for Growth






We make **RESILIENCE** **scalable** and engaging with an **evidence-based** SaaS coaching solution, for your entire workforce, that drives **measurable performance results**.

We prepare people for the challenges of work and life.

THE #

1 RESILIENCE BUILDING SYSTEM

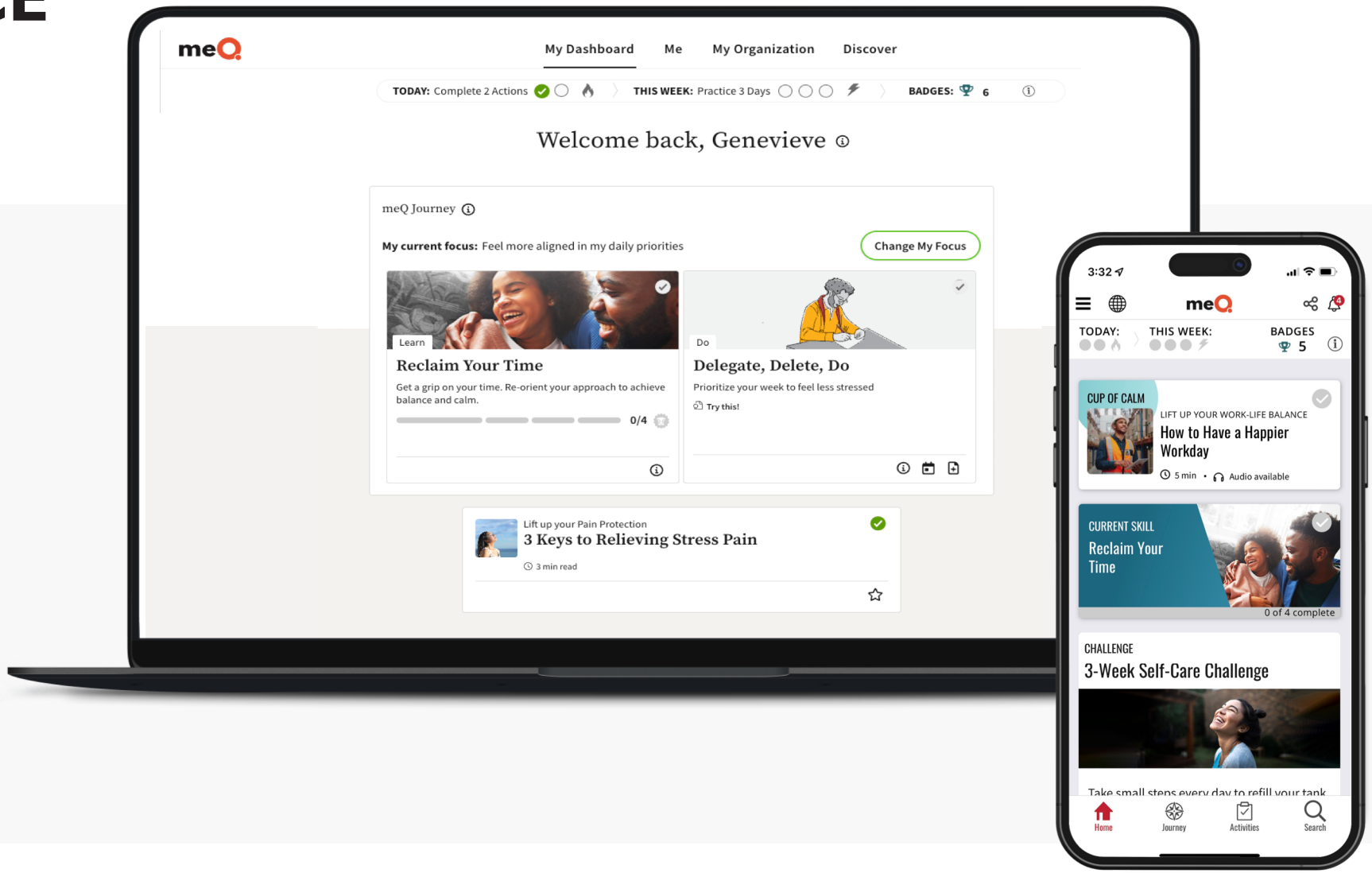
25+ years of research, data and proprietary science

Expert at addressing **100% of population;** across job roles

Focused on **prevention** by addressing root cause

Predictive and actionable **population insights**

Enterprise-grade, private and secure, globally scalable

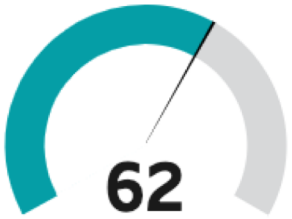


RESILIENCE PROFILE

Show: Baseline Compared to: Book of Business All Filters

meQ SCORE

Population resilience level out of 100

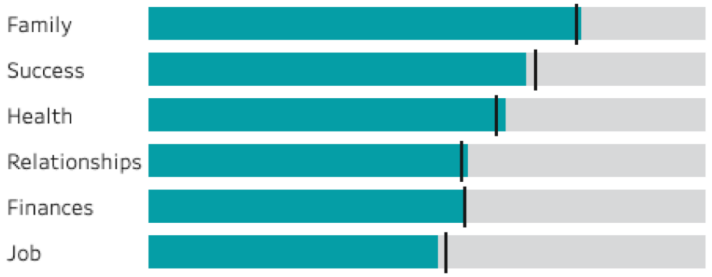


Norm: 63

2% **below** Book of Business

SOURCES OF STRESS

Leading stressors for your population



ANXIETY

18%

Total 1,191 people

Show high risk of anxiety

Norm: 15%

BURNOUT

12%

Total 823 people

Show evidence of burnout

Norm: 10%

DEPRESSION

19%

Total 1,267 people

Have symptoms of clinical depression

Norm: 17%

PRODUCTIVITY

12%

Total 840 people

Show signs of productivity impairment

Norm: 10%

PRIMARY FACTORS

Primary Factors address thinking styles and core skills for healthy, resilient thinking.

!	Empathy	-1.3%
!	Emotion Control	-1.3%
	Emotional Intelligence	-1.9%
	Positivity	-2.0%
	Problem Solving	-2.0%
	Mindfulness	-2.1%
	Self Confidence	-2.4%

SUPPORTING FACTORS

Supporting Factors measure thinking patterns which reflect and amplify core resilience levels.

!	Work-Life Balance	-0.4%
!	Stress Management	-0.6%
	Energy	-1.7%
	Purpose	-2.0%
	Focus	-2.1%
	Support System	-2.6%
!	Engagement	-3.6%

SOMATIC FACTORS

Somatic Factors are manifestations of resilience level in physical symptoms and health behaviors.

	Eating Habits	-1.3%
!	Pain Protection	-3.3%
!	Physical Activity	-3.4%
!	Sleep	-4.8%

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WEBINARS

Thursday, September 14, 2023 1:00 PM - 2:00 PM ET

Managers in the Middle: Spotting the Risks, Creating Solutions

FEATURING:

ALANNA FINCKE, Executive Director, Content and Learning, meQuilibrium (meQ)



REGISTER NOW

meQ

Join us for our next webinar!

Register now: