meQ | RESILIENCE 2023

From Stress to Strength: Unpacking meQ's Workforce Well-being Report



WEBINARS

FEATURING:

BRAD SMITH, PH.D.
Chief Science Officer, meQuilibrium (meQ)

FROM STRESS TO STRENGTH:

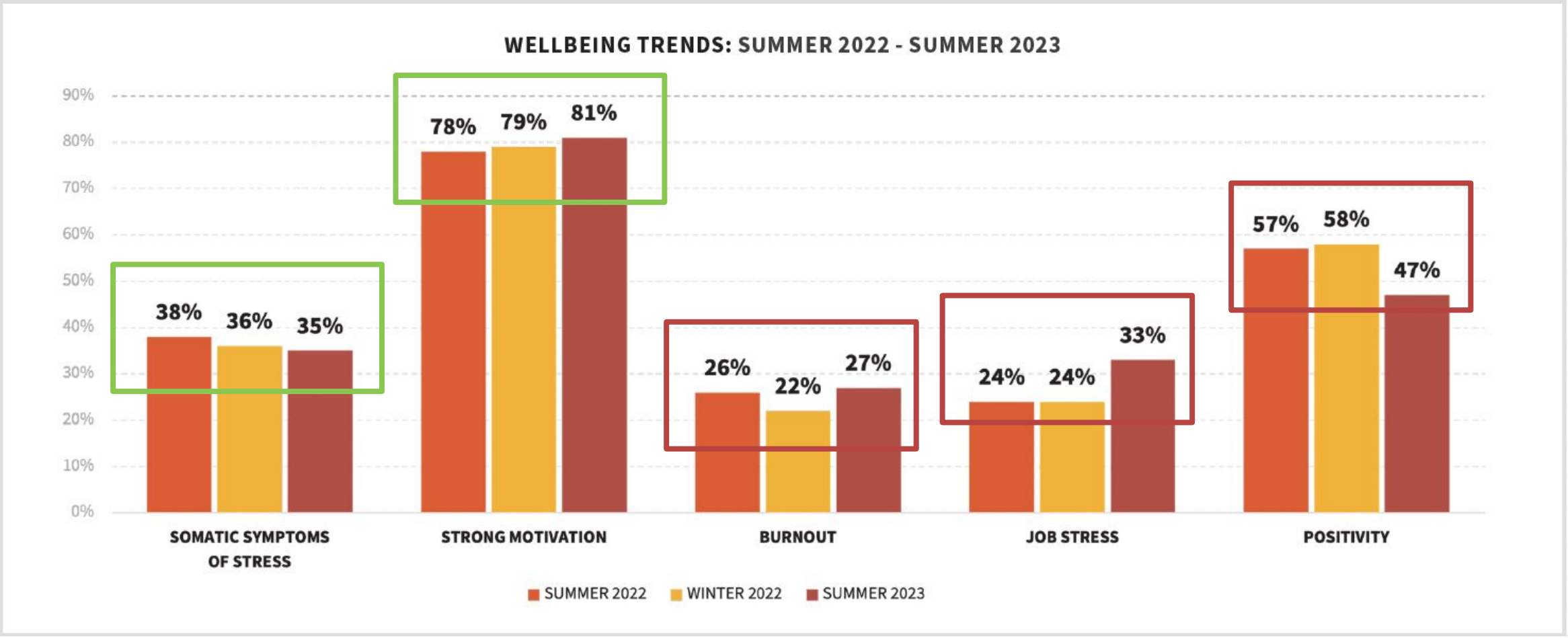
How You Feel Depends on Who You Are



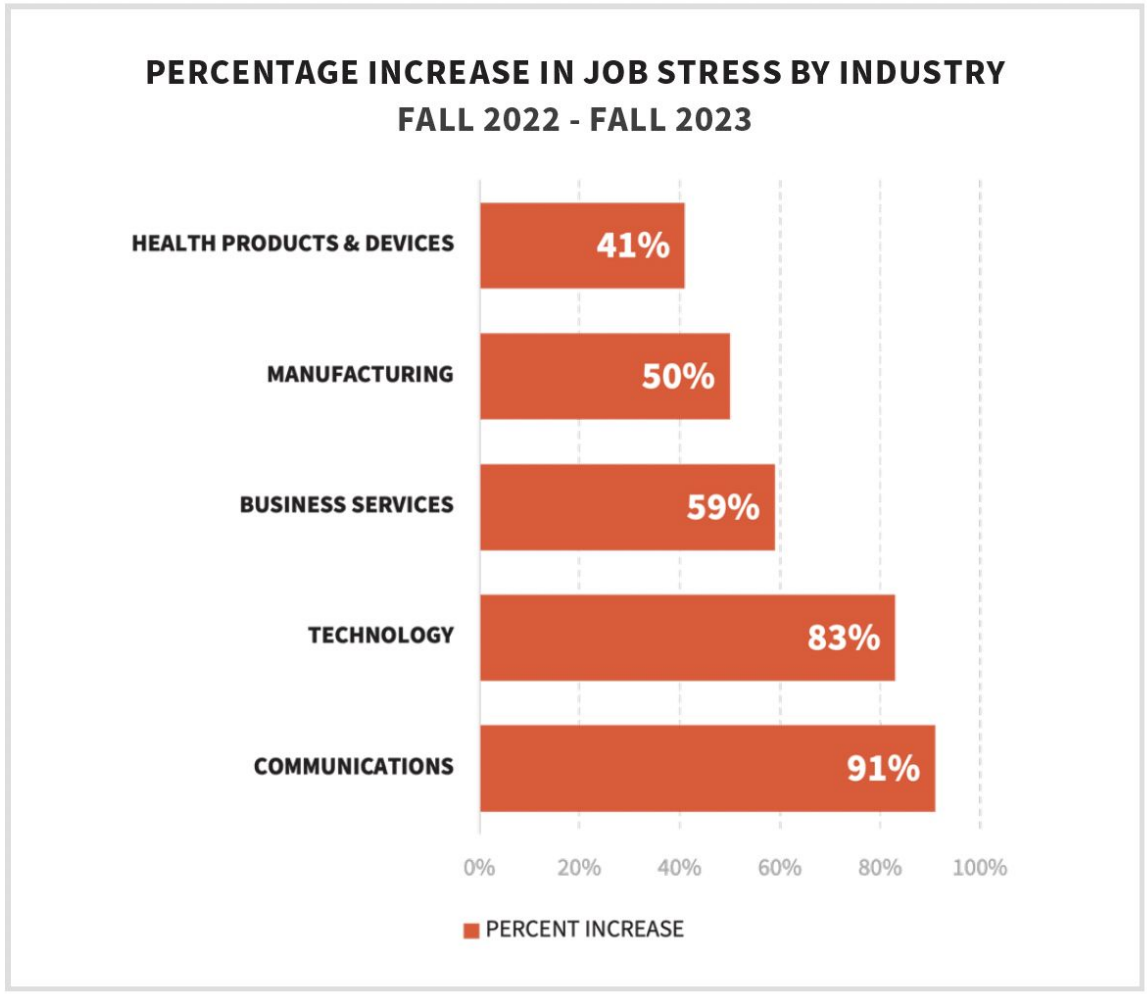
ABOUT THE FALL 2023 WORKFORCE WELL-BEING REPORT

- Details findings related to well-being, retention, optimism, productivity and other topics across a sample of 4,466 meQ members.
- Data were collected via online survey of meQ members and include respondents from a broad range of industries, featuring both individual contributors and managers.
- Five key findings

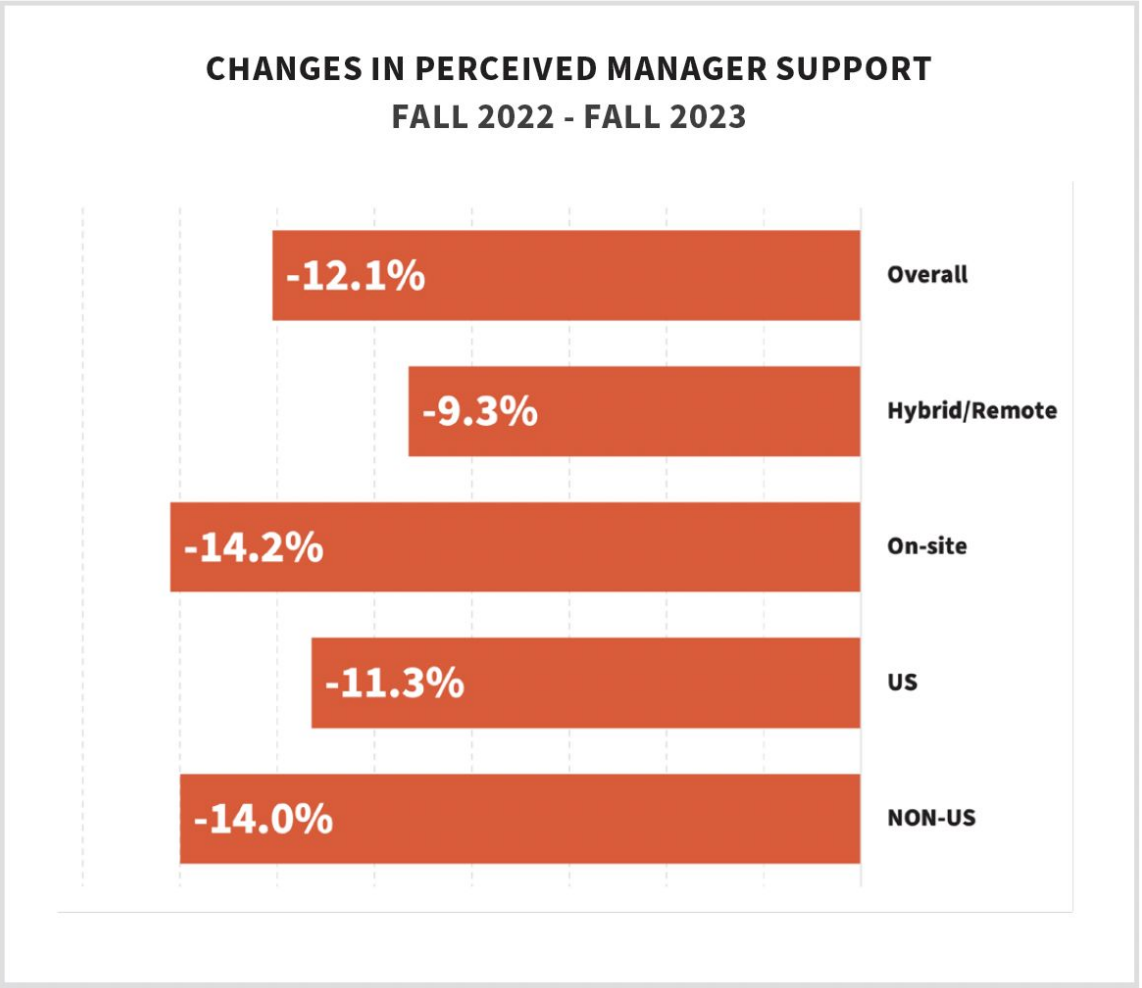
WELL-BEING TRENDS OVER THE LAST YEAR ARE A MIXED BAG



WITH SOME SECTORS BEARING A DISPROPORTIONATE BURDEN



EMPLOYEES REPORT FEELING LESS WELL SUPPORTED AT WORK



slido

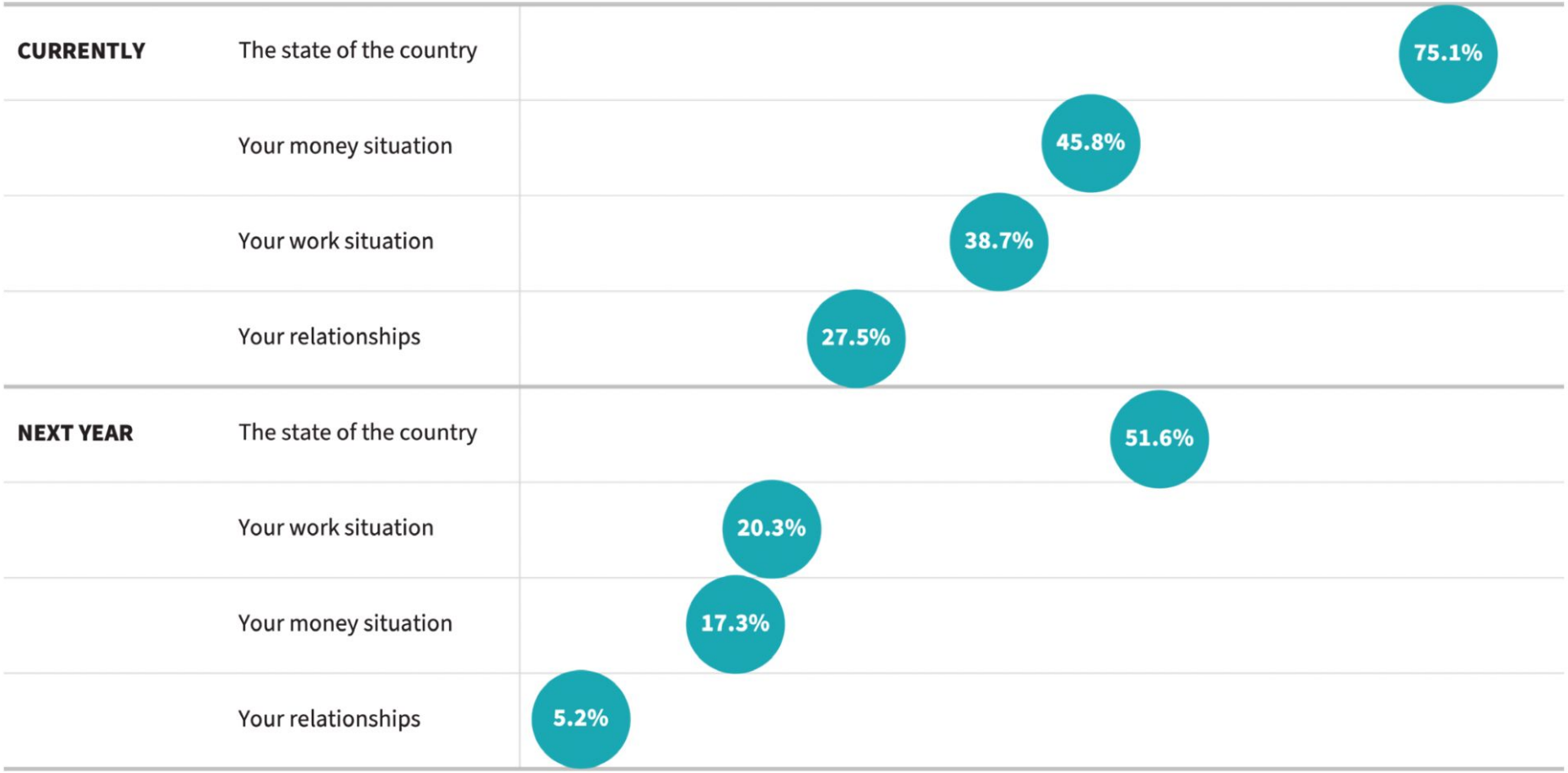


Do you feel better or worse when you think about the state of the country?

ⓘ Click **Present with Slido** or install our Chrome extension to activate this poll while presenting.

"CIRCLES OF FEAR:" THE RISE OF PESSIMISM

PERCENT OF MEMBERS FEELING WORSE ABOUT COUNTRY, MONEY, RELATIONSHIPS AND WORK SITUATION, NOW AND NEXT YEAR: OVERALL



RESILIENCE PROTECTS AGAINST THE "CIRCLES OF FEAR:"

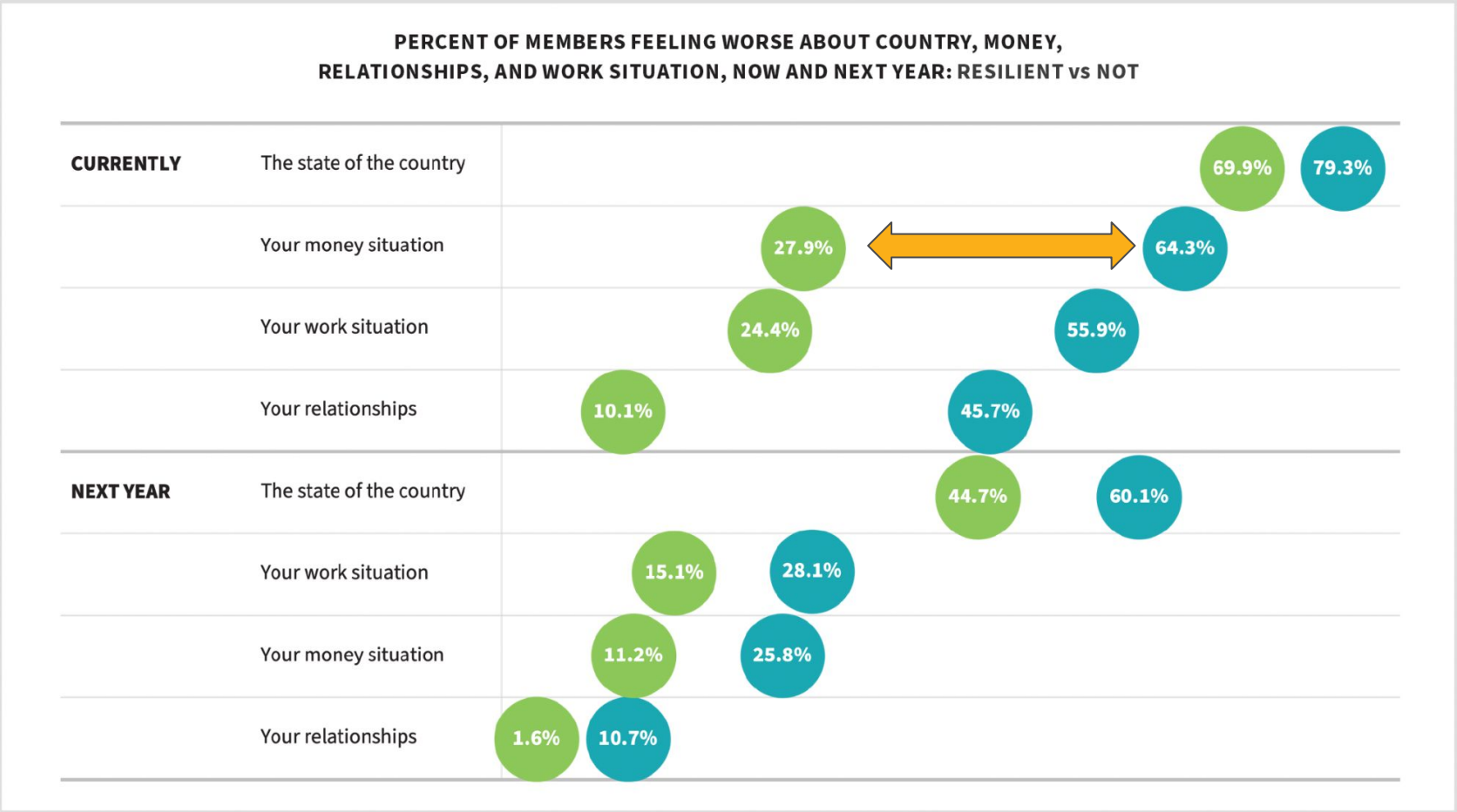
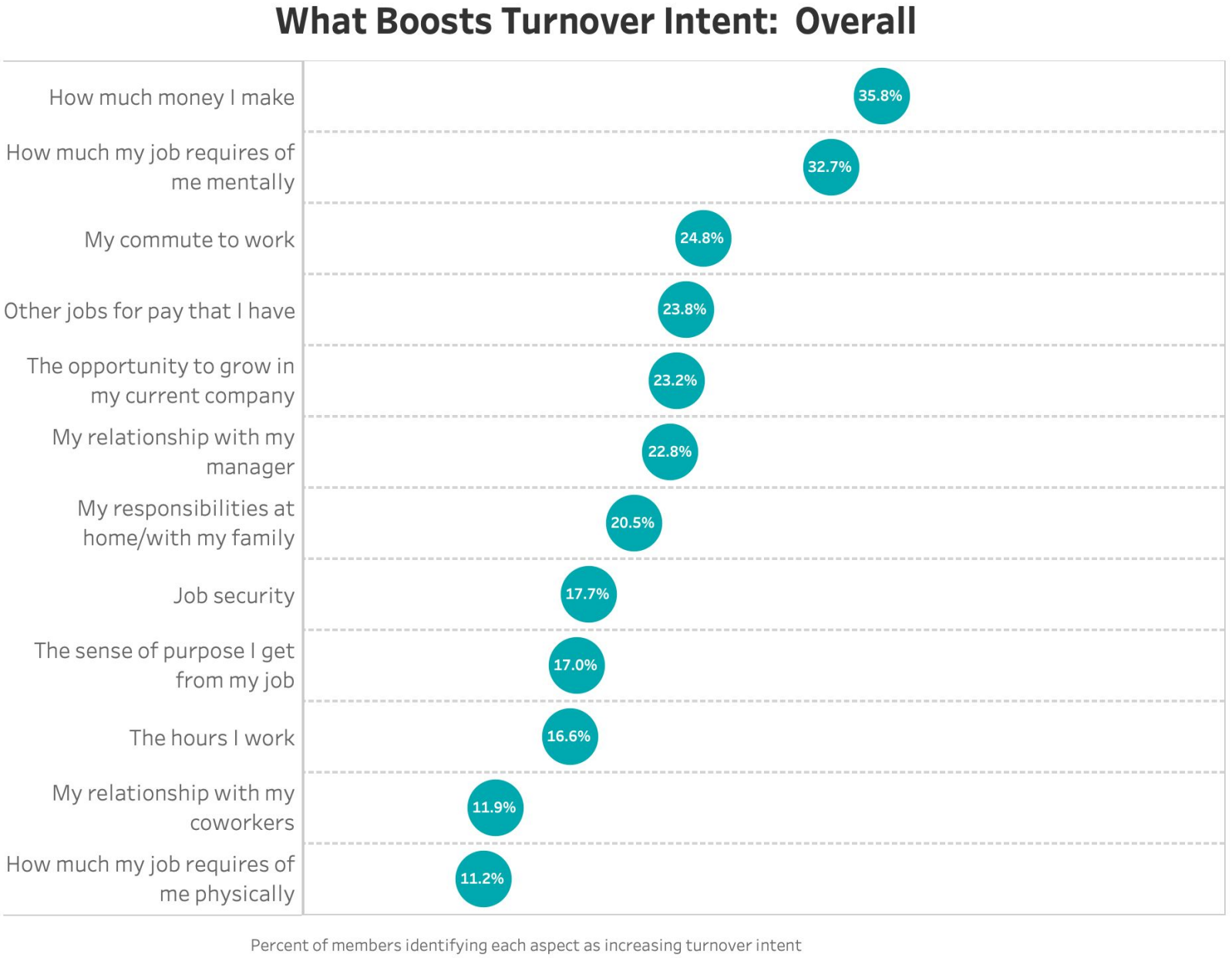


FIGURE 8

JOB STRESS, MONEY, AND GROWTH OPPORTUNITIES DRIVE RETENTION RISK

We asked whether each of 12 things made them want to leave or stay at their current job.

The chart at right gives the % who identified each area as a "push" factor.



MANAGER SUPPORT REDUCES RETENTION RISK

Strong manager support reduces retention risk across numerous push factors.

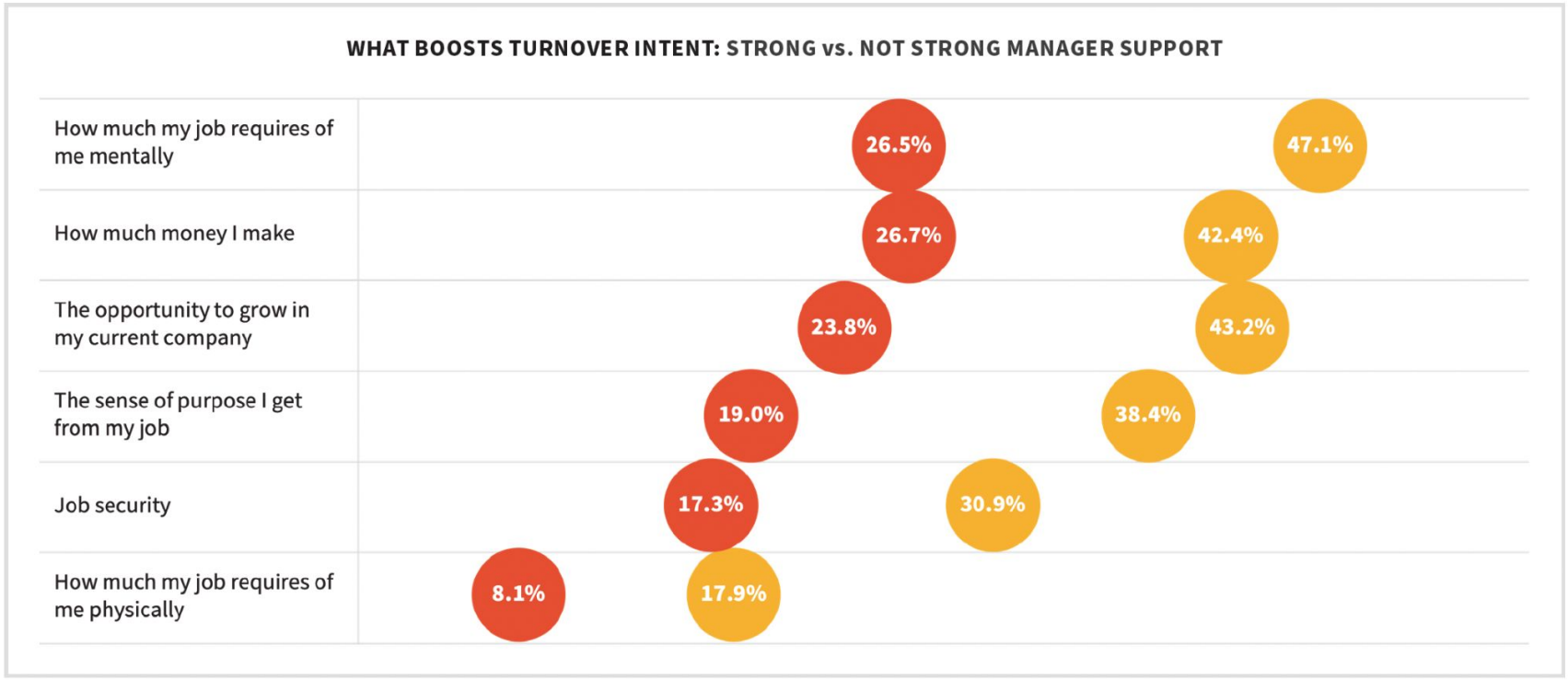
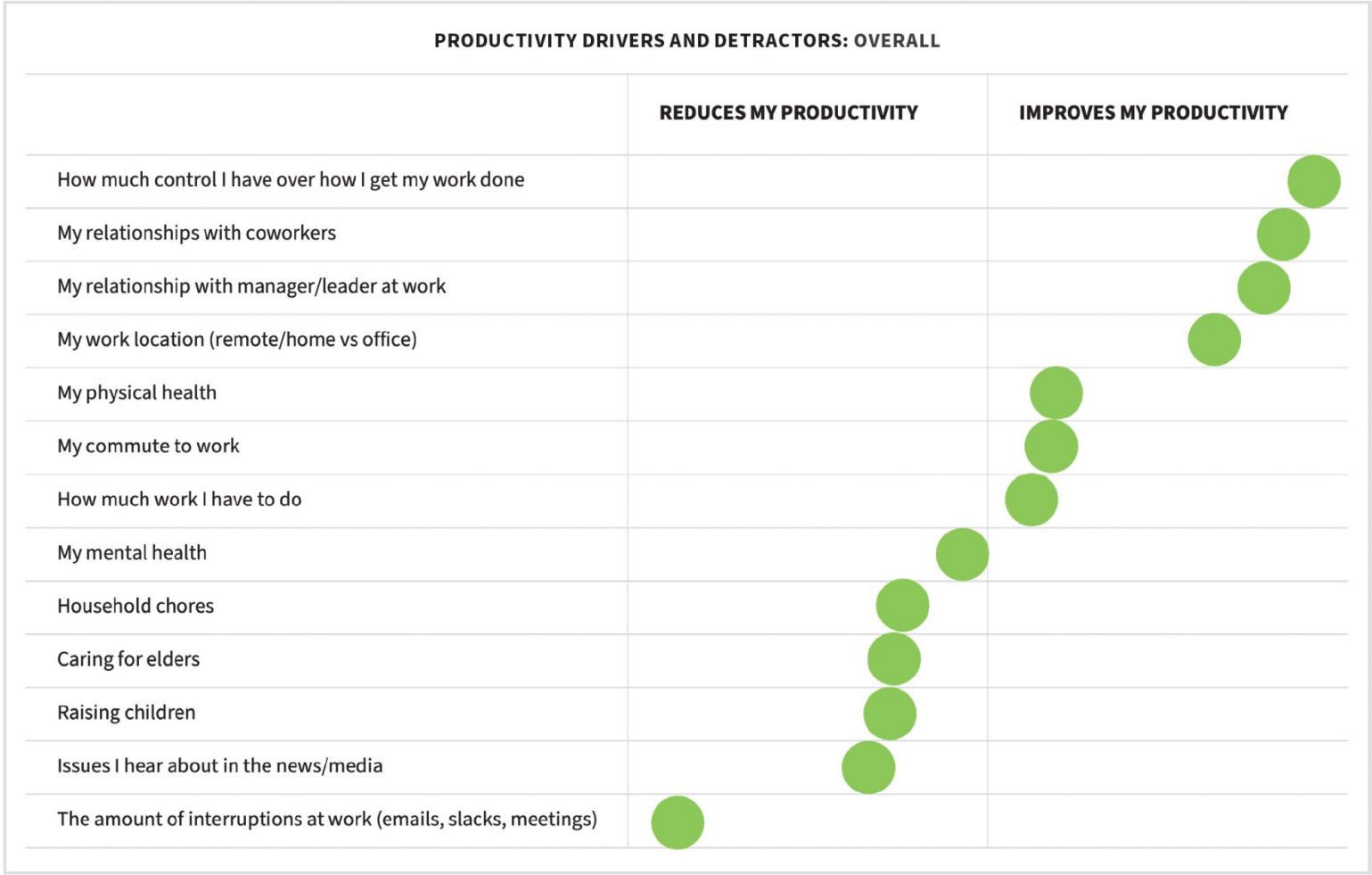


FIGURE 10

AUTONOMY TOGETHER WITH STRONG MANAGER AND COWORKER RELATIONSHIPS ARE KEY PRODUCTIVITY DRIVERS

We took a similar approach to productivity, asking how various factors boost or diminish members' productivity



Gen Z is different across virtually every outcome

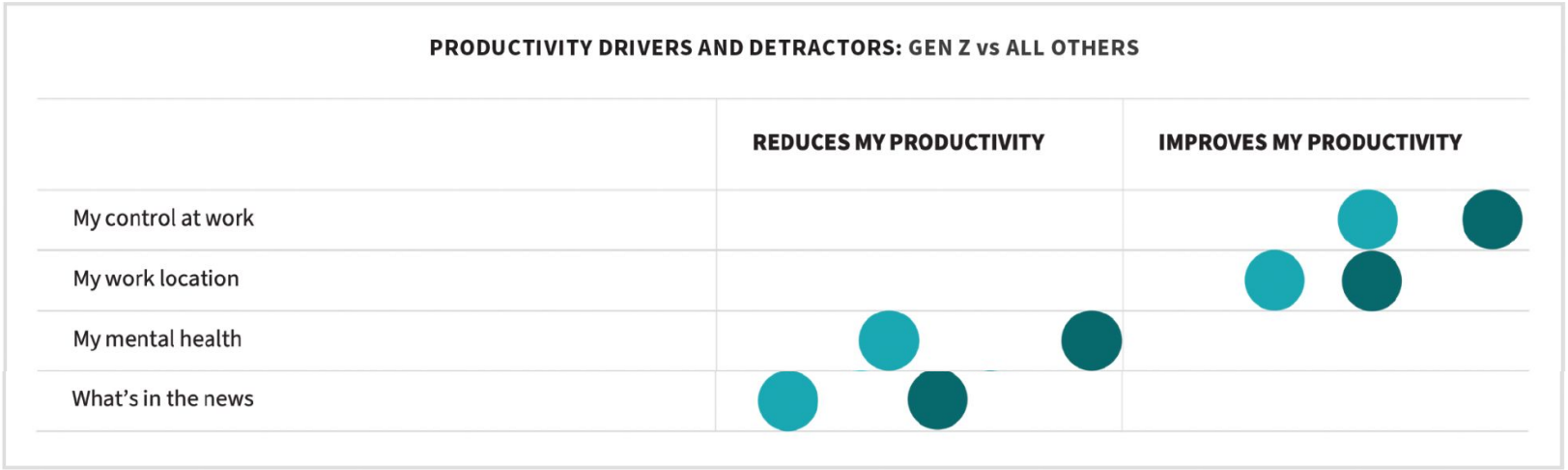


FIGURE 19

Here, Gen Z receives less of a productivity boost from autonomy and work location and takes a disproportionate productivity hit from their own mental health and current events.

Gen Z is different across virtually every outcome



Consistently over the last year expressions of job-related stress are markedly higher among Gen Z employees than among others.

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

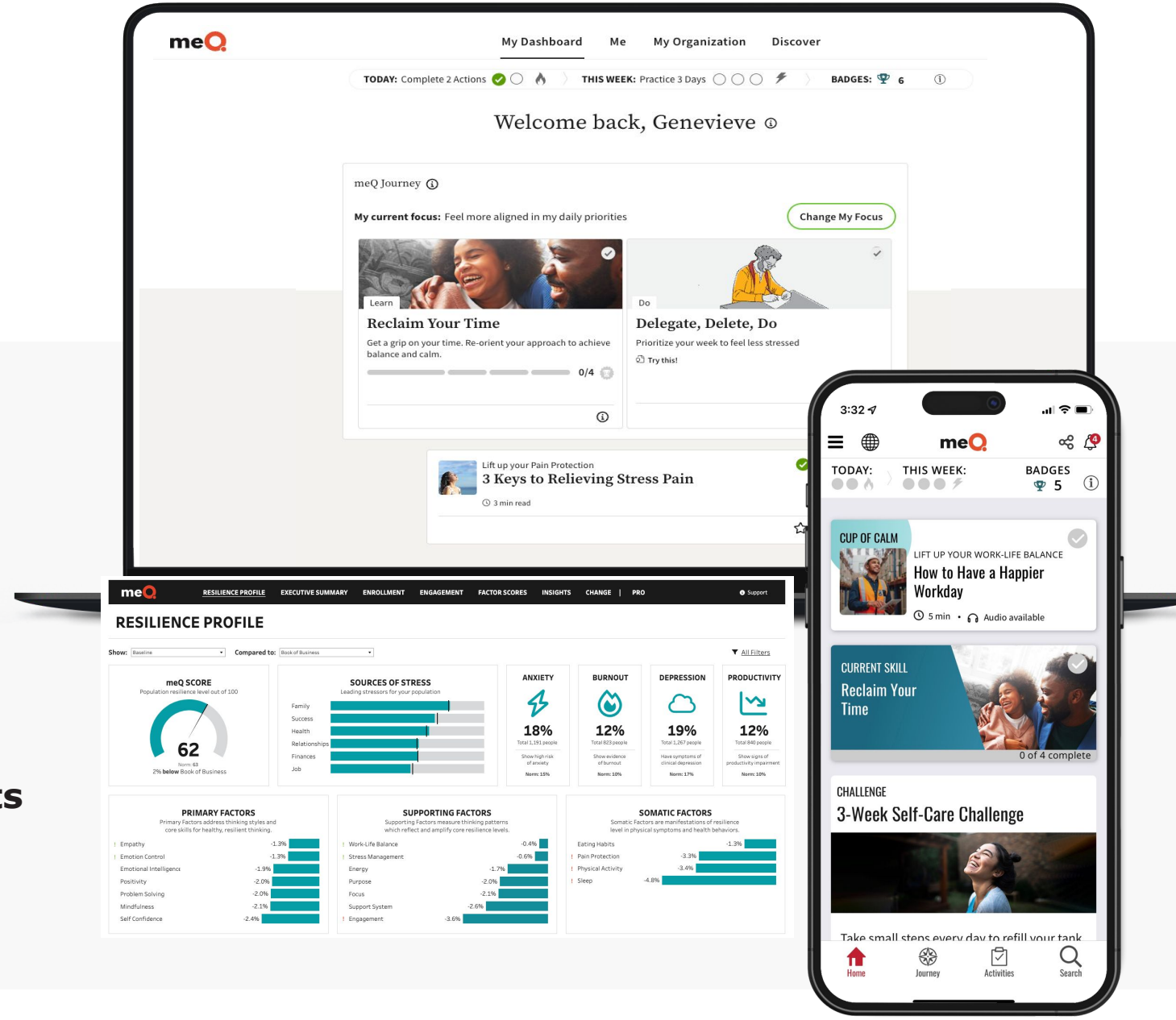
25+ years of research, data and proprietary science

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



Stay Tuned for More in 2024!