

# STRUGGLING SUFFERING EMPLOYEES

TWICE AS LIKELY TO LEAVE

Gallup recently reported high levels of employee burnout, even rising to new highs for managers. Manager burnout poses a particular and significant problem, as managers have the greatest impact on the engagement of the millions of teams across organizations.

There are many possible causes of burnout, but a fundamental contributor is when the demands of work are not complemented by a thriving overall life.

Even among those who are engaged at work, burnout is highly probable if employees are struggling or suffering in their lives. With the unprecedented shift during the pandemic in how -- and where -- work is done, the lines between work and life are more blurred than ever.



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# 49%

## STRUGGLING OR SUFFERING WORKFORCE

In March 2022, Gallup surveyed a random sample of 10,937 full- and part-time U.S. employees, including measurement of the Gallup Net Thriving wellbeing index. Fifty-nine percent of all employees were "thriving" in March -- rating their present life a 7 or higher and their future life an 8 or higher on a zero-to-10 scale. Those who are not thriving are categorized as "struggling" or "suffering." Gallup tracked the employment status changes of employees from March to October of this year.

Employees who were struggling or suffering in their overall lives in March were nearly twice as likely to report that they had since changed jobs in October, at 22%, compared with 12% of those who were thriving in March. Across job categories, those who were thriving reported fewer job changes than those who were struggling or suffering.

The largest differences were in production/front-line jobs, healthcare/social assistance and managerial/executive positions, where thriving employees in March had much lower percentages of job changes.

We would love to help you address your employee well-being and improve your employee retention rates and engagement.



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