

## 1. Employee Engagement

**Only 33% of US Employees were engaged in their work and workplace.**

Source: [Gallup](#)

**23% of the world's employees were engaged at work.**

Source: [Gallup](#)

**71% of senior-level executives rank employee engagement as very important to achieving overall organizational success.**

Source: [Harvard Business Review](#)

**Only 24% of senior-level executives say employees in their organization are highly engaged.**

Source: [Harvard Business Review](#)

**Fewer than 50% of companies surveyed said that they are effectively measuring employee engagement against business performance metrics such as customer satisfaction or increased market share.**

Source: [Harvard Business Review](#)

**Teams scoring in the top quartile on employee engagement saw 78% lower absenteeism than bottom-quartile teams.**

Source: [Gallup](#)

**Teams scoring in the top quartile on employee engagement saw 21% lower turnover for high-turnover organizations (those with 40% or higher annualized turnover) than bottom-quartile teams.**

Source: [Gallup](#)

**Teams scoring in the top quartile on employee engagement saw 51% lower turnover for low-turnover organizations (those with 40% or lower annualized turnover) than bottom-quartile teams.**

Source: [Gallup](#)

**Teams scoring in the top quartile on employee engagement saw 14% higher productivity in production records and evaluations than bottom-quartile teams.**

Source: [Gallup](#)

**Teams scoring in the top quartile on employee engagement saw 18% higher productivity in sales than bottom-quartile teams.**

Source: [Gallup](#)

**Teams scoring in the top quartile on employee engagement saw 23% higher profitability than bottom-quartile teams.**

Source: [Gallup](#)

**Teams scoring in the top quartile on employee engagement saw 10% higher customer loyalty/engagement than bottom-quartile teams.**

Source: [Gallup](#)

**Teams scoring in the top quartile on employee engagement saw 70% higher employee well-being than bottom-quartile teams.**

Source: [Gallup](#)

**Only 30% of managers are engaged globally.**

Source: [Gallup](#)

**When managers are engaged at work, non-managers are also more likely to be engaged.**

Source: [Gallup](#)

**The world's managers are more likely than non-managers to be engaged and thriving in life.**

Source: [Gallup](#)

**Managers are more likely to be stressed, angry, sad, and lonely than non-managers.**

Source: [Gallup](#)

**33% of US and Canada employees are engaged at work.**

Source: [Gallup](#)

**51% of US and Canada employees are not engaged at work.**

Source: [Gallup](#)

**16% of US and Canada employees are actively disengaged at work.**

Source: [Gallup](#)

**35% of female employees in the US and Canada are engaged at work.**

Source: [Gallup](#)

**31% of male employees in the US and Canada are engaged at work.**

Source: [Gallup](#)

**35% of managers in the US and Canada are engaged at work.**

Source: [Gallup](#)

**32% of individual contributors in the US and Canada are engaged at work.**

Source: [Gallup](#)

**34% of employees under 35 years old in the US and Canada are engaged at work.**

Source: [Gallup](#)

**32% of employees 35 and older in the US and Canada are engaged at work.**

Source: [Gallup](#)

**36% of US and Canada employees working exclusively remotely are engaged at work.**

Source: [Gallup](#)

**35% of US and Canada employees in hybrid work arrangements are engaged at work.**

Source: [Gallup](#)

**29% of US and Canada employees working in-person are engaged at work.**

Source: [Gallup](#)

**Sixteen percent of employees are actively disengaged at work, potentially harming their work environment through negative attitudes or actions.**

Source: [Gallup](#)

**Eighty-one percent of hybrid employees and 78% of remote employees report high engagement. Fully in-office workers report the lowest levels of engagement (72%).**

Source: [Quantum Workplace](#)

**Forty-seven percent of US employees rate career advancement opportunities as very important for their engagement and satisfaction.**

Source: [Zippia](#)

**Eighty-nine percent of HR professionals agree that regular feedback, check-ins, and recognition are key drivers of employee engagement.**

Source: [Zippia](#)

**Fifty-eight percent of employees say that complacent leadership is the top reason they feel disengaged.**

Source: [Zippia](#)

## **2. Employee Well-Being**

**Employees who feel their employer cares about their well-being are 69% less likely to actively search for a job.**

Source: [Gallup](#)

**Employees who feel their employer cares about their well-being are 71% less likely to report experiencing a lot of burnout.**

Source: [Gallup](#)

**Employees who feel their employer cares about their well-being are five times more likely to strongly advocate for their company as a place to work.**

Source: [Gallup](#)

**Employees who feel their employer cares about their well-being are five times more likely to strongly agree they trust the leadership of their organization.**

Source: [Gallup](#)

**Employees who feel their employer cares about their well-being are three times more likely to be engaged at work.**

Source: [Gallup](#)

**Employees who feel their employer cares about their well-being are 36% more likely to be thriving in their overall lives.**

Source: [Gallup](#)

**Teams who are most likely to feel the organization cares about their well-being achieve higher customer engagement, profitability, productivity, lower turnover, and have fewer safety incidents.**

Source: [Gallup](#)

**Fifty-two percent of employees find that their work is quite stressful, citing issues such as too much monotony or having to handle requests from customers. Additionally, close to half of those surveyed often must deal with tight deadlines.**

Source: [Indeed](#)

**Thirty-six percent of workers state that their organizations have nothing in place to help prevent employee burnout.**

Source: [Thrive My Way](#)

**Three-quarters of employees feel burnt out, citing heavy workloads (43%), lack of resources (37%), micromanagement (37%), and toxic work environments (35%) as the leading causes.**

Source: [Ringover](#)

**The annual cost of voluntary turnover due to burnout is 15% to 20% of payroll budgets. That means employee well-being amounts to hundreds of millions of dollars each year.**

Source: [Workhuman](#)

**For every 10,000 employees, there is the potential to lose up to \$20 million due to low well-being and its negative effect on productivity. This worldwide cost of employee burnout adds up to a whopping \$322 billion in terms of lost productivity and turnover.**

Source: [Workhuman](#)

**If employees are burned out, they aren't going to be performing their best at work. In fact, data shows that they are 63% more likely to not show up for work at all and more than two times as likely to call in sick or look for a new job.**

Source: [Workhuman](#)

**Employees who receive the right recognition at work are up to 50% less likely to report being burned out always or very often.**

Source: [Workhuman](#)

### **3. Mental Health in the Workplace**

**76% of U.S. workers reported at least one symptom of a mental health condition.**

Source: [MindShare Partners](#)

**84% of respondents said their workplace conditions had contributed to at least one mental health challenge.**

Source: [MindShare Partners](#)

**81% of workers reported that they will be looking for workplaces that support mental health in the future.**

Source: [APA](#)

**91% of companies plan to invest more in mental health solutions in 2024.**

Source: [Wellable](#)

**68% of workers worry that disclosing a mental health condition would harm their professional reputation.**

Source: [ResumeLab](#)

**53 million US adults experience some form of mental health disorder every year, with anxiety disorder being the most common (19%).**

Source: [National Alliance on Mental Illness](#)

**The percentage of adults in the United States facing depression symptoms increased by approximately 20% during the early months of social distancing.**

Source: [The Lancet](#)

**73% of employees believe a low salary contributes to poor mental health.**

Source: [ResumeLab](#)

**One-third of employees say that taking mental health days off from work would positively impact their well-being.**

Source: [ResumeLab](#)

**Employers rate employees' mental health and well-being 22% more favorably than employees themselves.**

Source: [Claro](#)

**70% of workplaces celebrate mental health awareness days, but only 30% offer mental health support that is considered good or outstanding by employees.**

Source: [Claro](#)

**Only 35% of workers surveyed reported that their employer offers a culture where breaks are encouraged.**

Source: [APA](#)

**Only 40% of workers surveyed reported that their employer offers a culture where time off is respected.**

Source: [APA](#)

**Only 29% of workers surveyed reported that their employer offers a culture where managers encourage employees to take care of their mental health.**

Source: [APA](#)

**Only 43% of workers surveyed reported that their employer offers health insurance with coverage for mental health and substance use disorders.**

Source: [APA](#)

**Only 29% of workers surveyed reported that their employer offers an employee assistance program.**

Source: [APA](#)

**Only 21% of workers surveyed reported that their employer offers meeting-free days.**

Source: [APA](#)

**Only 15% of workers surveyed reported that their employer offers company-wide mental health days.**

Source: [APA](#)

**Only 12% of workers surveyed reported that their employer has people on-site who have received mental health training.**

Source: [APA](#)

**57% of workers surveyed who were unsatisfied with the mental health and well-being support offered by their employer said they intend to look for a new job at a different company or organization in the next year.**

Source: [APA](#)

**22% of workers surveyed reported having experienced or been afraid of experiencing harm to their mental health at work.**



Source: [APA](#)

**19% of workers surveyed strongly or somewhat disagreed with the statement, “when I’m at work, I feel like I belong.”**

Source: [APA](#)

## **4. Financial Impact**

**Employees who are not engaged or who are actively disengaged cost the world \$8.8 trillion in lost productivity. That's equal to 9% of global GDP.**

Source: [Gallup](#)

**Loneliness costs employers more than \$154B a year in lost productivity due to absenteeism.**

Source: [Cigna](#)

**Lonely employees contribute to higher healthcare costs, with Medicare spending an extra \$6.7 billion per year on socially isolated older adults.**

Source: [AARP](#)

**Annual health-related productivity losses cost employers an estimated \$530 billion, and lost production is the main cost arising from adverse employee health.**

Source: [World Economic Forum](#)

**Firms that have received awards for their health, safety, and well-being initiatives had a 115% growth in earnings per share compared with the 27% earnings per share seen in their competitors.**

Source: [World Economic Forum](#)

**Wellness programs have been shown to reduce absenteeism by 14-19%.**

Source: [Zippia](#)

## 5. Workplace Loneliness

**Lonely employees are twice as likely to report intentions of quitting their jobs within the next twelve months.**

Source: [Cigna](#)

**Lonely workers miss more than five additional work days per year compared to their non-lonely counterparts.**

Source: [Cigna](#)

**26% of workers surveyed said they have experienced feelings of loneliness or isolation at work.**

Source: [APA](#)

**25% of fully in-person workers reported feelings of loneliness and isolation.**

Source: [APA](#)

**94% of workers surveyed said it is very or somewhat important to them that their workplace be a place where they feel they belong.**

Source: [APA](#)

**20% of workers surveyed strongly or somewhat disagreed with the statement, “when I’m at work, I feel like I belong.”**

Source: [APA](#)

**32% of workers surveyed said they do not have enough flexibility at work to be able to keep their work life and personal life in balance.**

Source: [APA](#)

**26% of workers surveyed said their employer does not respect their personal boundaries.**

Source: [APA](#)

**29% of workers strongly or somewhat agreed that they do not matter to their employer.**

Source: [APA](#)

**25% of employees believe they don't truly belong in their workplace, leading to performance dips and a desire to move on.**

Source: [BetterUp](#)

## **6. Workplace Programs and Initiatives**

**52% of U.S. companies offer wellness programs.**

Source: [Zippia](#)

**72% of employers saw a reduction in healthcare costs after implementing a wellness program.**

Source: [Zippia](#)

**87% of employees consider health and wellness offerings when choosing an employer.**

Source: [Zippia](#)

**84% of employers reported higher productivity and performance from their employees due to wellness plans.**

Source: [Zippia](#)

**56% of employees who participate in company wellness programs say they have fewer sick days due to these programs.**

Source: [Zippia](#)

**85% of employees whose employers are engaged in their wellness say they intend to stay at their jobs.**

Source: [Zippia](#)

**Only about 40% of employees whose employers aren't engaged in their wellness say they enjoy work.**

Source: [Zippia](#)

**Only 58% of employees whose employers aren't engaged in their wellness say they intend to stay at their current company.**

Source: [Zippia](#)

**84% of employers reported higher productivity and performance from their employees due to wellness plans in 2019.**

Source: [Zippia](#)

**83% of employers reported increasing their workers' health thanks to their companies' wellness programs in 2019.**

Source: [Zippia](#)

**72% of employers said they saw a reduction in healthcare costs due to implementing wellness programs in 2019.**

Source: [Zippia](#)

**38% of HR leaders believe their companies support employees' physical wellbeing.**

Source: [Zippia](#)

**17% of employees say they feel supported by their employer in managing their physical well-being.**

Source: [Zippia](#)

**24% of employees feel their employers are empathetic towards them.**

Source: [Zippia](#)

**74% of employees say they would work longer hours if their employer were empathetic.**

Source: [Zippia](#)

**66% of employers plan to invest more in stress management and resilience programs in 2024.**

Source: [Wellable](#)

**Ninety percent of employees report less burnout when their employer uses a recognition-based wellness program. In fact, they're also up to twice as likely to have a positive outlook on their lives and future.**

Source: [Workhuman](#)

**Forty-two percent of women report being burned out at work.**

Source: [McKinsey](#)

**For every \$1 invested in improving the health of the population, the U.S. economy stands to reap up to \$4 in financial rewards.**

Source: [McKinsey](#)

**Mental health has become a business imperative with roughly 72% of U.S. employers having started, continuing, or planning to expand investments in behavioral health services as part of employee benefits.**

Source: [McKinsey](#)