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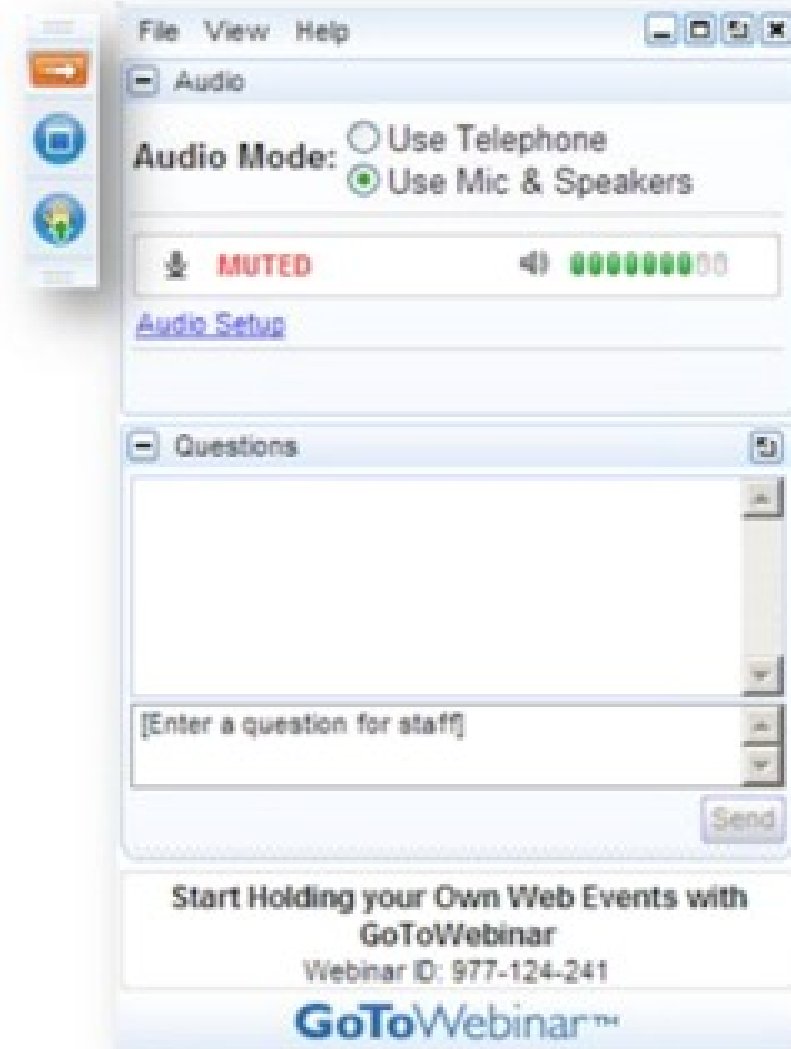
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# **COVID-19 and Employee Burnout: Maintaining Focus, Productivity, and Engagement**

**April 15<sup>th</sup>, 2020**

# LOGISTICS

- Attendees in listen only mode
- Questions and input/comments encouraged! Type using the “Question” or “Chat” function
- You will receive an email with a link to replay this session
- This report and all others available at [www.eaglehillconsulting.com](http://www.eaglehillconsulting.com)
- Share info on social media - @weareeaglehill
- Audio/technical issues during webinar, please call GoToWebinar @ 1-800-263-6317



# AGENDA

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**01** Introductions

**02** Survey Findings

**03** Recommendations

**04** Q&A

# INTRODUCTIONS

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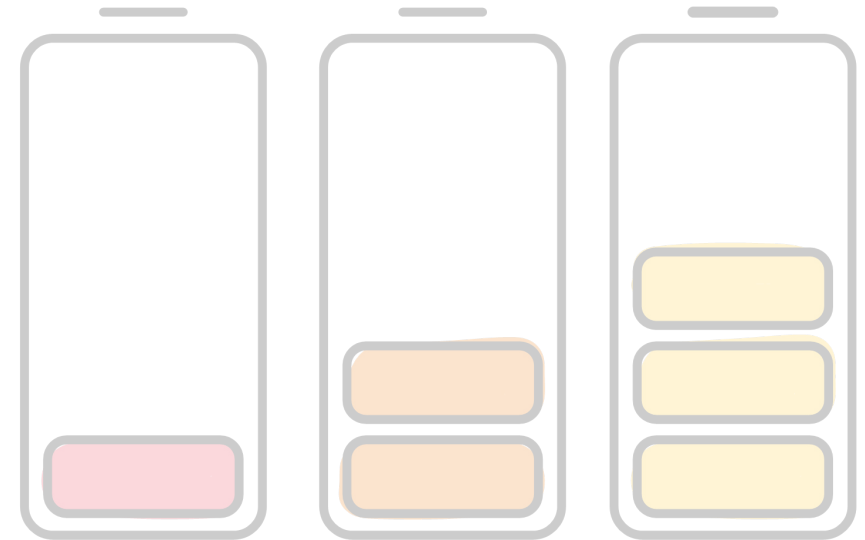
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Licensed Clinical Psychologist

# What is Burnout?

*Burnout* is the result of stress that is more prolonged and intense in nature.



# EMPLOYEE BURNOUT SURVEY

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## METHODOLOGY

Online survey that included 1,001 respondents from a random sample of employees across the United States. The survey polled respondents on burnout in light of the COVID-19 Pandemic.

The 2020 Eagle Hill Consulting COVID-19 Workforce Burnout Survey was conducted online by Ipsos from April 8-10, 2020.

# EMPLOYEE BURNOUT SURVEY

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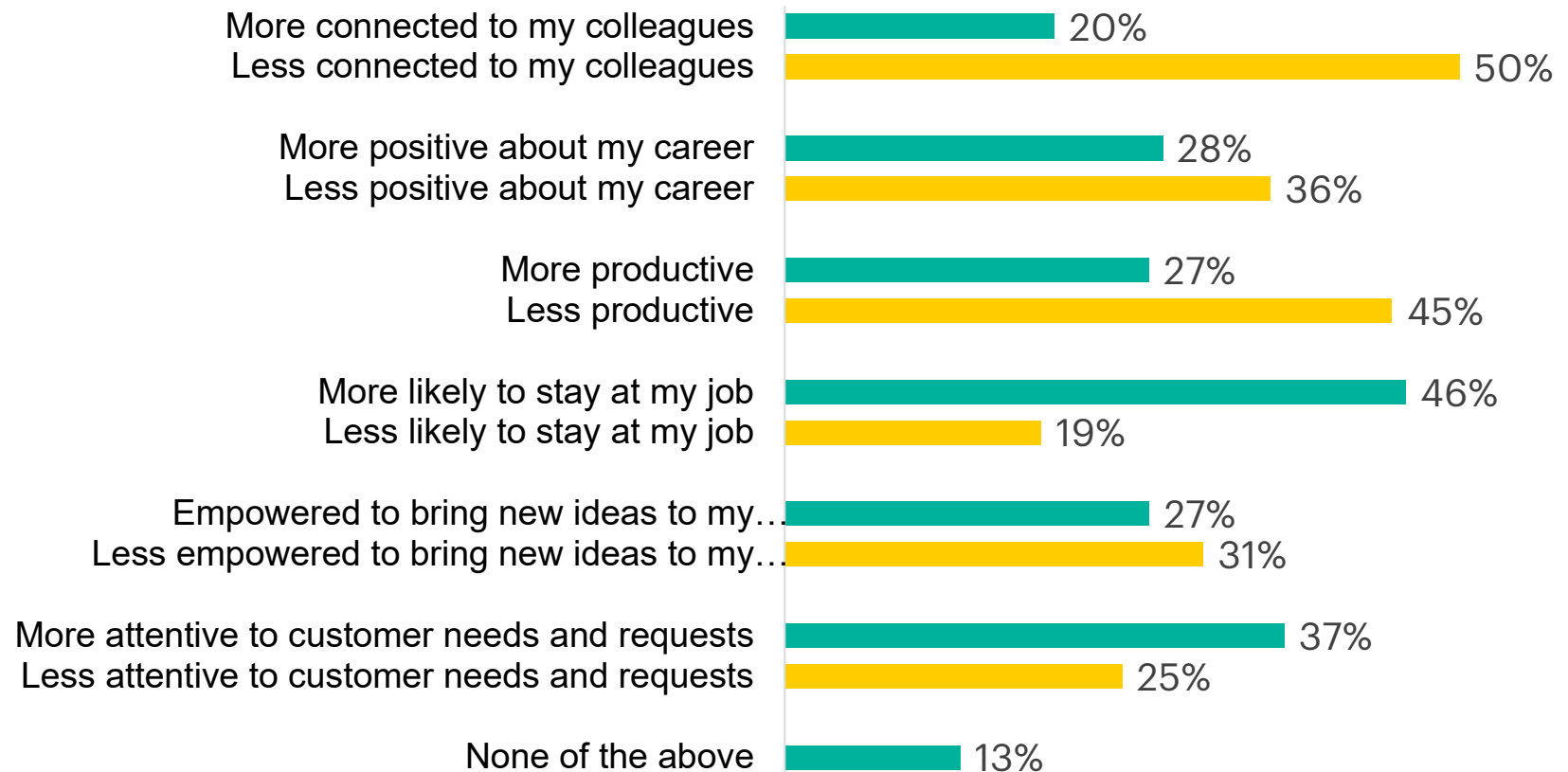
## WE WANTED TO UNDERSTAND:

- How COVID-19 has affected employees' work life
- Extent to which employees are feeling burnt out in today's environment
- Factors causing burnout in employees' work life
- What organizations are doing, if anything, to support employees amid burnout

# US employees are less engaged, less productive, and less positive about their career due to COVID-19.

Q:

Due to changes to my working life caused by COVID-19, I feel:

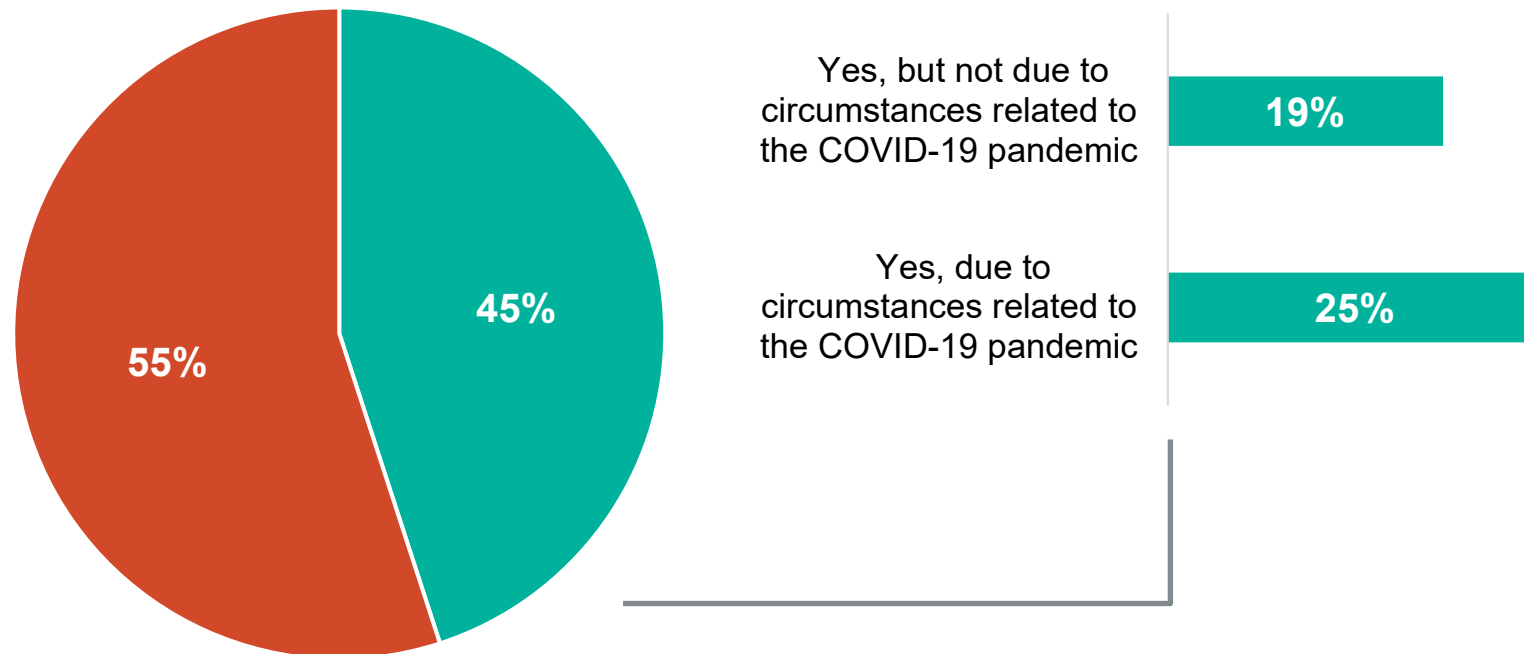




# Nearly half of US employees (45%) are feeling burnout with 1 in 4 of them feeling that way due to the COVID-19 Pandemic.

Q:

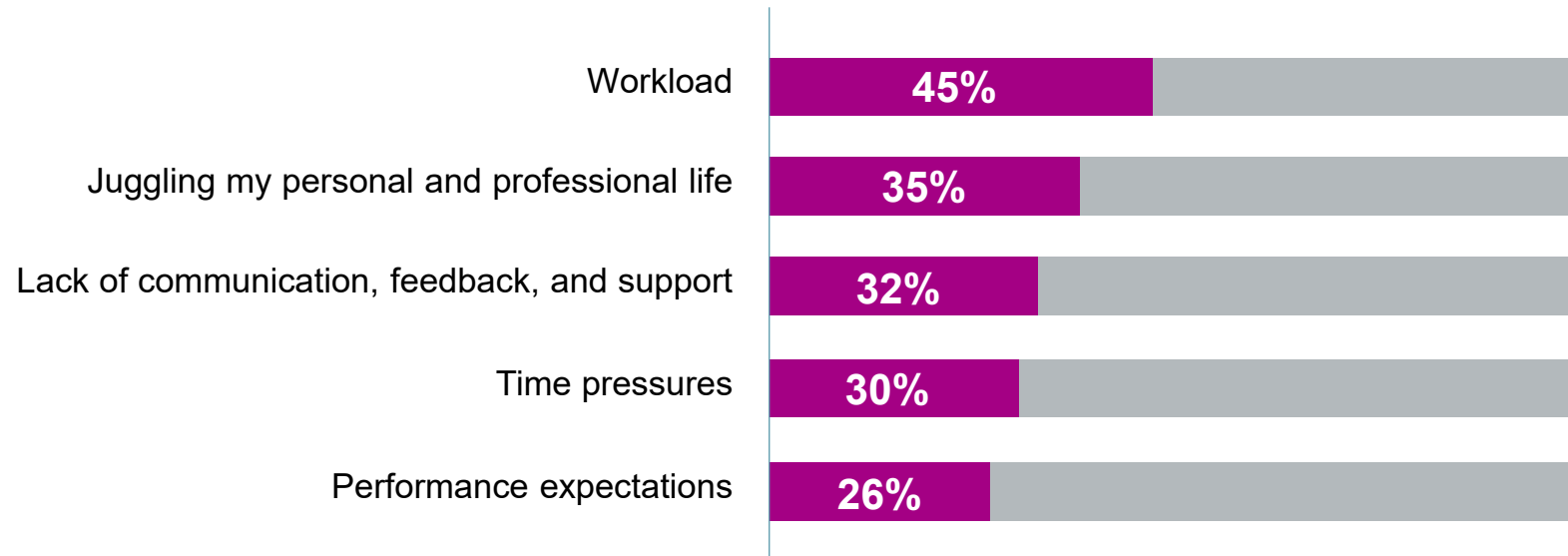
Are you feeling burnout at work?



# Workload, juggling personal life, and lack of communication and support are the top reasons employees are feeling burnout at work.\*

Q:

What are the causes of you feeling burnout at work?  
Select all that apply.



\*Not pictured: Not feeling connected to my colleagues (25%); Lack of clarity around expectations (25%); Not feeling empowered (24%); Not feeling connected to company vision, culture, and values (23%); Missing the right tools and technology to do work (21%).

# Organizations aren't doing enough to help employees with burnout.

**My organization isn't doing anything to help with employee burnout**

**36%**

**Q:**

Which of the following is your organization doing, if anything, to help with employee burnout? Select all that apply.\*

Increasing flexibility

**34%**

Improving communication

**26%**

Providing mental and physical wellness resources

**20%**

Changing goals and targets based on the situation today

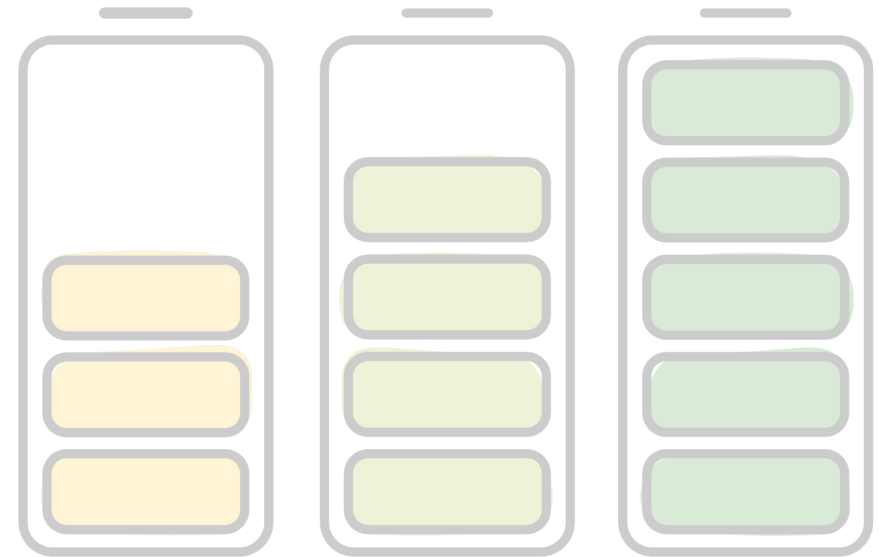
**19%**

Making workloads more manageable

**18%**

\*Not pictured: Empowering me to respond to the current situation (17%); Providing avenues for employees to say they feel burnout (14%).

# Battling Burnout



# Create a Culture that Supports Psychological Well-being

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- Give employees control
- Communicate frequently
- Build social belonging through affinity groups

# Build Resilience in Your Teams

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- Empower team leads to recognize and battle burnout
- Maintain transparency and a hopeful outlook
- Double down on small-wins

What is your organization doing to tackle burnout?



# Focus on Getting Unstuck

- *Embrace optimism*
- *Lean into the discomfort*
- *Manage your expectations*





# Mind Your Battery by Practicing Self-Care

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- Own a part of your day, every day
- Ground yourself in the present
- Connect socially with intention



What other individual strategies have  
you tried to battle burnout?



Q&A



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