**50%**

Creating Work-Life Alignment & Preventing Burnout

**4 Key Behaviors**

**Required from Managers**

**When employees are unable to align job responsibilities with life’s demands . . .**

Research conducted by Dr. Ellen Ernst Kossek

and Dr. Leslie B. Hammer found a **50%** gap between managers’ views of how well they support of

work-life alignment efforts and the employees’ perception of that support.

**Flexible schedule programs Time-off policies**

**Telework arrangements**

***Only Go So Far***

**Organizations suffer.**

 Star employees leave

 Teams argue

 Employee’s gripe

 Employee health costs rise

 Important projects fail

**Burnout is Real and Costly**

**38%**

**40%**

**55%**

**10%**

**52%**

A whopping **38% report feeling neutral, dissatisfied, or very dissatisfied** about their work/life balance1.

**Over 40%** of the global workforce would be willing to leave their job this year2.

**As many as 55%** of American workers are likely to be looking for a new job over the next year3.

Nearly half of Gen Z (45%) and millennial

(47%) employees said they are willing to give up **10% or more of their future earnings** in exchange for the option to work virtually from almost anywhere4.

52% of full-time workers **work more than 40 hours per week** and 39% work at least 50 hours weekly (Gallup, 2019)5.

**23%**

**52%**

**625M**

**$190B**

23% of **working moms** and 15% of working dads say they have turned down a promotion because they were balancing work and parenting responsibilities (Pew Research center, 2019)6.

**Burnout is on the rise**. Over half (52%) of survey respondents are experiencing burnout in 2021—up from the 43% who said the same in Indeed’s pre- Covid-19 survey 7.

**625 million people** suffer from depression and anxiety, and the WHO estimates that **$1 trillion** is lost in productivity each year as a result 8.

**Workplace stress** affects health costs and mortality in the United States of **$190 billion** — roughly 8%

of national healthcare outlays — and create nearly 120,000 deaths each year 9.

Sources: 1. Wiley, 2. Microsoft, 3. CNBC, 4, 5. Gallup, 2019, 6. Pew Research Center 2019, 7. Indeed, 2021, 8. World Health Organization, 9. Stanford,

**Teach Manager’s Four Key Behaviors**


# CONNECT

Make employees feel comfortable talking about their conflicts between work and personal responsibilities.

# RESPOND

Work effectively with employees to creatively solve conflicts between their work and personal responsibilities.

1. **RETHINK** Organize work in their department or group to jointly benefit the employees and the organization.
2. **MODEL** Demonstrate effective behaviors in how to juggle work and personal responsibilities.

**Work-Life Alignment Prevents Burnout**

**For more information on how to create work-life alignment in your organization visit**

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**Proven Results: Employee Engagement** **, Turnover** **, Well-Being** **.**

