EAPA
Wednesday Wellness Discussion:
Exploring Changing Trends
4/12/23
Recent Results from a new Gallup Poll

• 56% of U.S. full-time workers said they do not have to be in the workplace anymore because they discovered they can do their job from home
• 50% of U.S. employees now want their work and personal life blended
• Only about 1 in 4 U.S. employees feel strongly that their organization cares about their wellbeing
• Managers report higher stress and burnout than those they manage
• When it comes to overall wellbeing, the quality of the work experience has 2.5x to 3x the impact of the number of days or hours worked
Life Evaluation of Global Workers Remains Mostly Stagnant

The Life Evaluation Index measures how people rate their current and expected future lives.

- **% Thriving**
- **% Struggling**
- **% Suffering**

![Graph showing percentages of workers thriving, struggling, and suffering from 2010 to 2020.]

- **Thriving:**
  - 2010: 33%
  - 2020: 33%

- **Struggling:**
  - 2010: 60%
  - 2020: 55%

- **Suffering:**
  - 2010: 11%
  - 2020: 11%
Trended Life Evaluation of U.S. Employees

The Life Evaluation Index measures how people rate their current and expected future lives.

- % Thriving
- % Struggling
- % Suffering

![Graph showing trends from 2010 to 2022 for % Thriving, % Struggling, and % Suffering.]
U.S. Employees’ Daily Negative Emotions

Did you experience the following feelings during A LOT OF THE DAY yesterday? How about [stress, worry, anger, sadness]?

% Stress ▶ % Worry ▶ % Anger ▶ % Sadness

Note: This chart includes interpolated data, shown as numbers with decimals points on the dotted lines, to connect some of Gallup’s trended data points. However, only whole numbers in this chart are official percentages in Gallup’s trend.
How Many U.S. Employees Very Often or Always Feel Burned Out at Work?

I feel burned out at work.

% Very often/Always


20 25 30 35

26
U.S. Employee Perceptions of Organization Caring About Their Wellbeing

My organization cares about my overall wellbeing.

% Strongly agree
Work Locations for U.S. Employees With Remote-Capable Jobs

Employees are returning to the office — but with more remote work flexibility than ever.
U.S. On-Site Employees’ Experiences Based on Current and Preferred Work Location

What happens when remote-capable, on-site employees do not work in their preferred location? They have a worse employee experience.

- % Thriving
- % Engaged
- % Watching for or actively seeking new job
- % Very often/Always feel burned out at work

Intent to leave responses’ full wording: Watching for opportunities, but not actively looking/Actively looking for another job
Discussion Questions for Consideration

1. Are you seeing any of these trends in your workplace? What about in the workplaces where you provide EAP services?

2. How are you doing with creating opportunities to support organizational leaders and managers in their efforts to identify and support employees as they move through these changes?

3. What has shifted in your approaches of working with managers and leaders during the past couple of years as you have noted changes in workplace culture and attitudes? Has your shift resulted in a tangible difference in the outcome of your EA work?

4. Where could there be more opportunities for creative engagement with organizational management and leadership?

5. How and where can EA add more value as post-pandemic workplace culture and attitudes continue to evolve?