

Employee Engagement and Burnout

Maintaining Morale in
Changing Times

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The Report

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The Report

424 unique organizations participated

For the purposes of this report, ATD used the following definitions:

- **Employee engagement**, as defined by Gallup, refers to the involvement and enthusiasm of employees in both their work and workplace.³
- **Burnout**, as defined by the World Health Organization, is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by feelings of energy depletion or exhaustion; increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and reduced professional efficacy.⁴

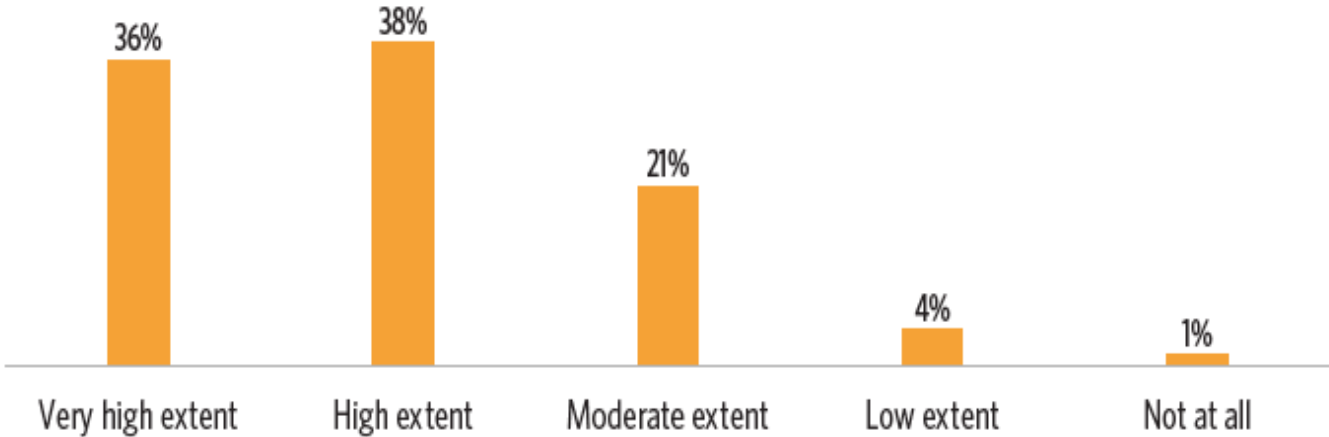
What are High Performers?

Defining High Performers

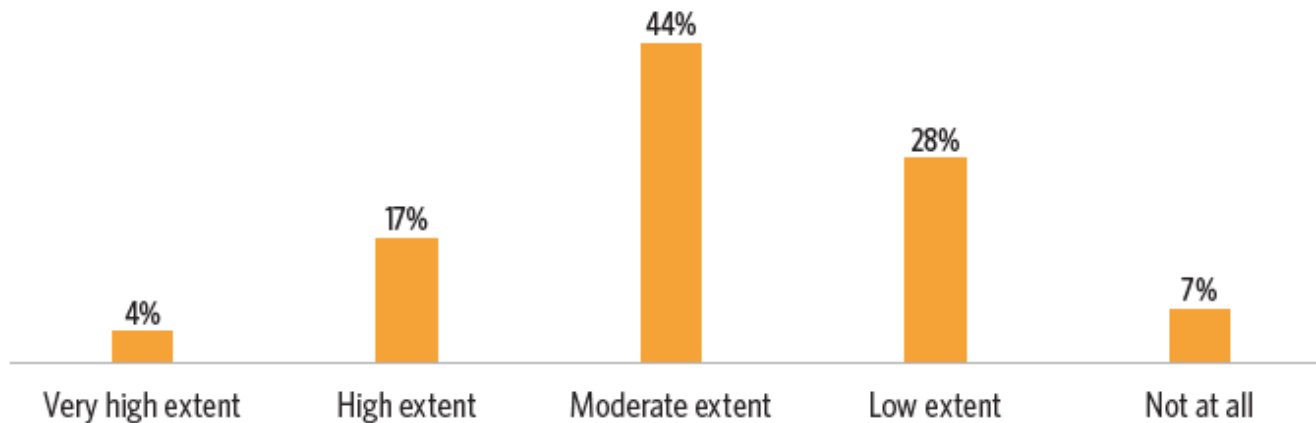
This report identifies practices associated with being a high performer. In this report, high-performing organizations are those that met two criteria:

- They reported themselves as performing as well as or better than their competitors in financial performance, customer and client satisfaction, employee engagement, and growth potential for the next five years.
- They strongly agreed that their talent development functions helped them achieve their business goals.

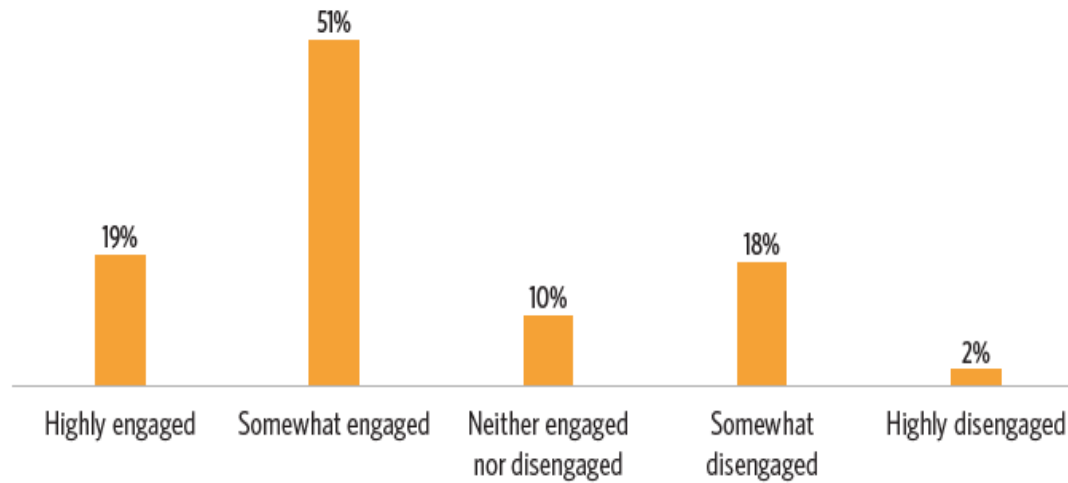
How Important is Engagement?



How Effective Are Organizations?



How Engaged Are Employees?



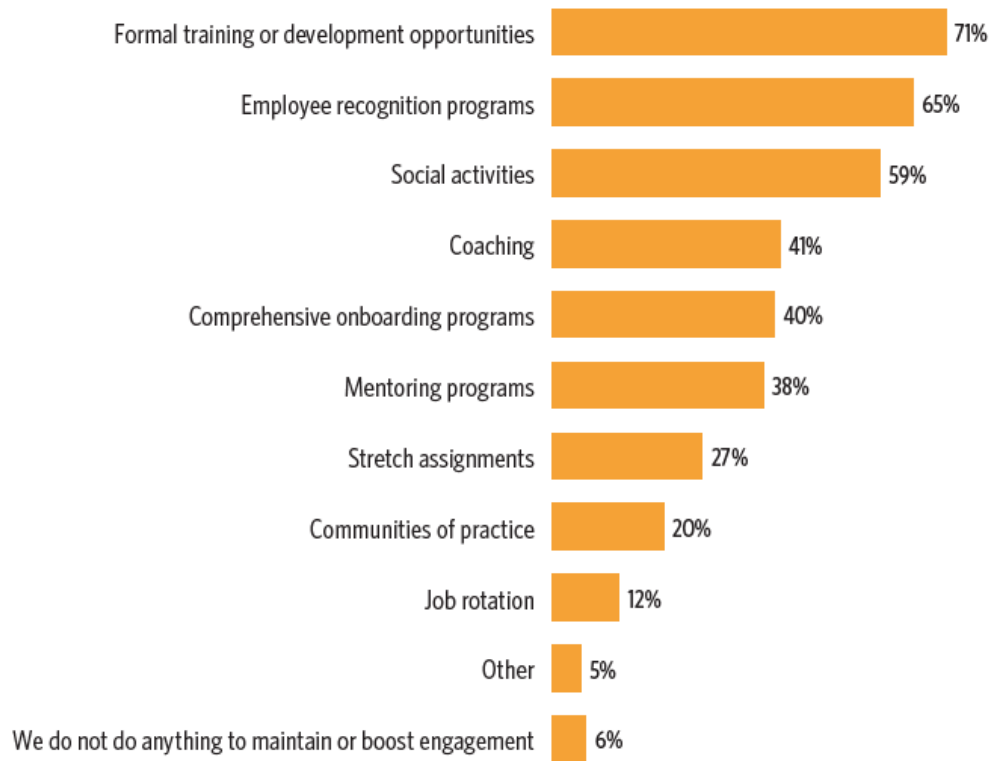
POLL:



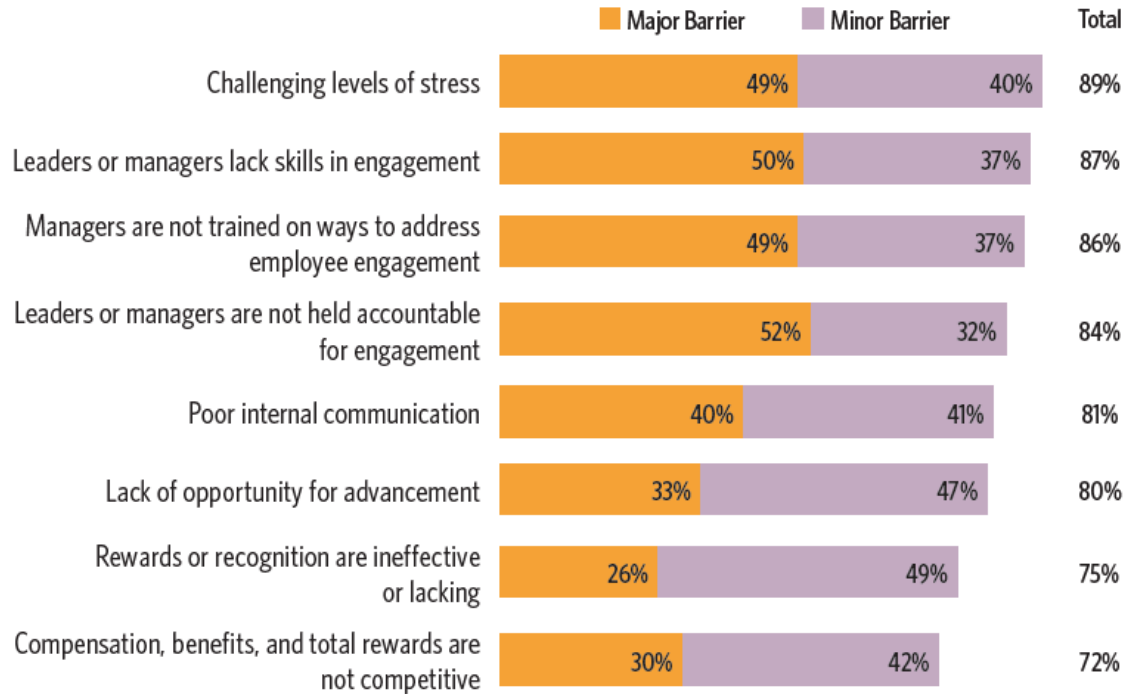
Key Indicators of Engagement



Efforts to Boost Engagement



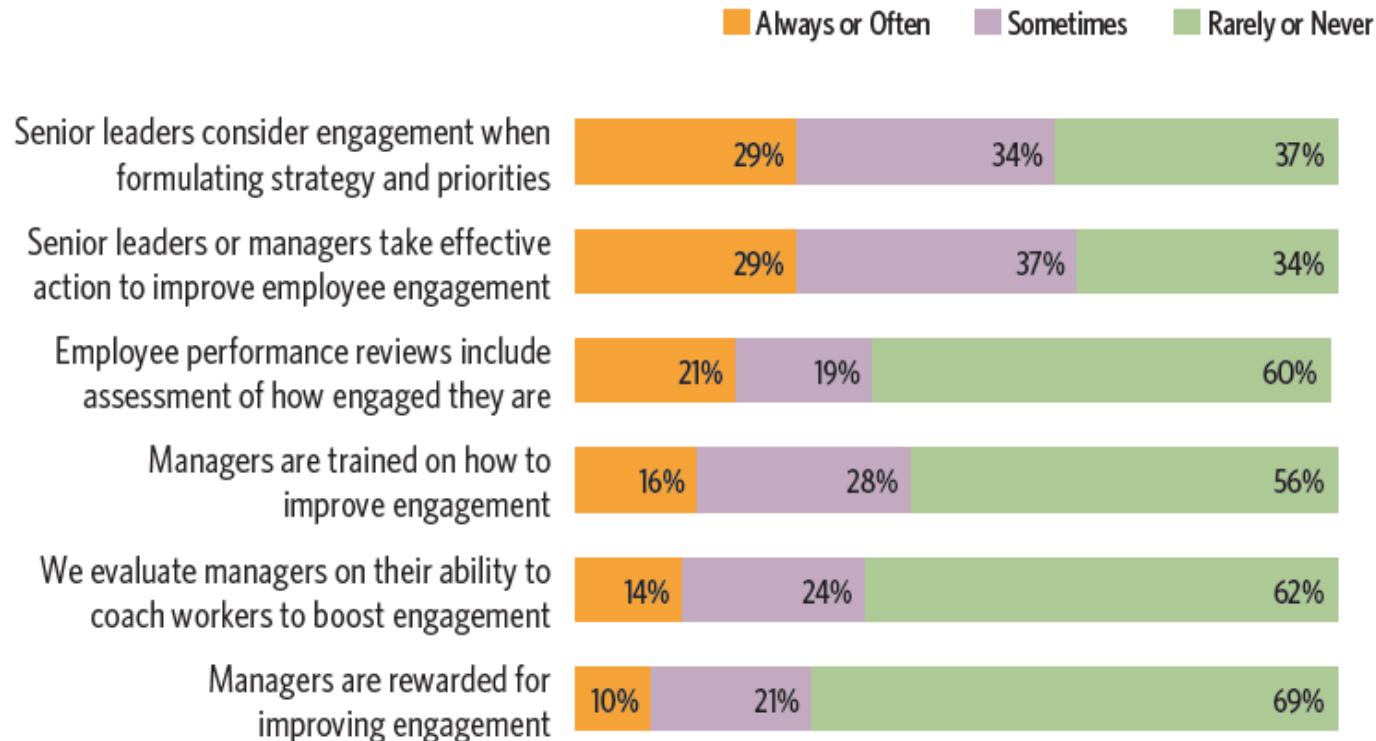
What are the Biggest Challenges?



Structures and Engagement



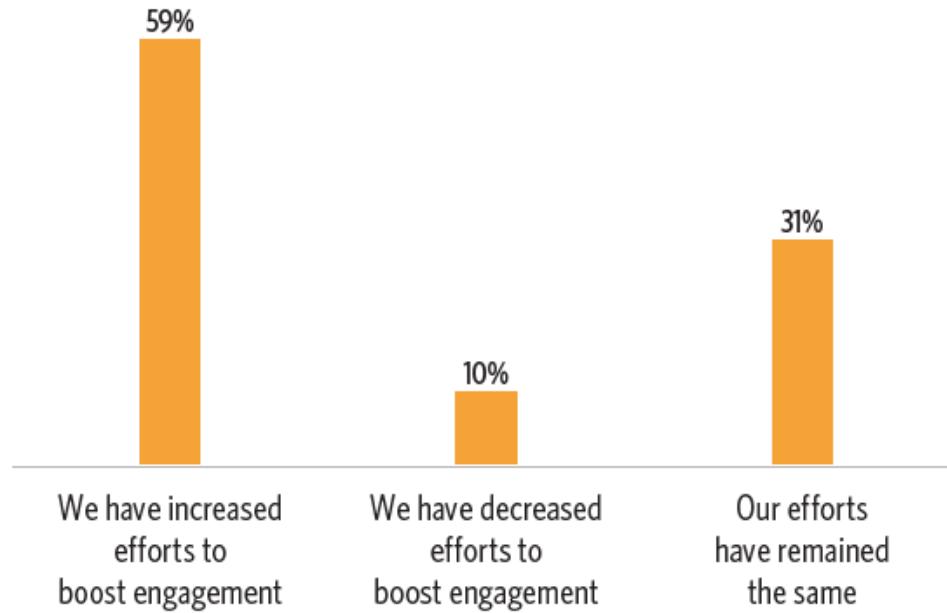
Structures and Engagement



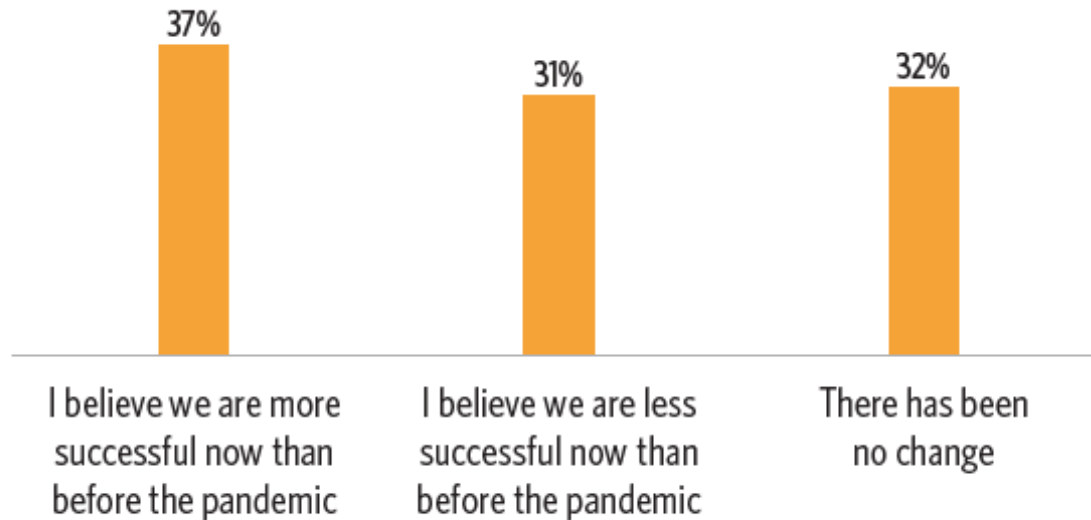
Measuring Employee Engagement



Engagement and the Pandemic



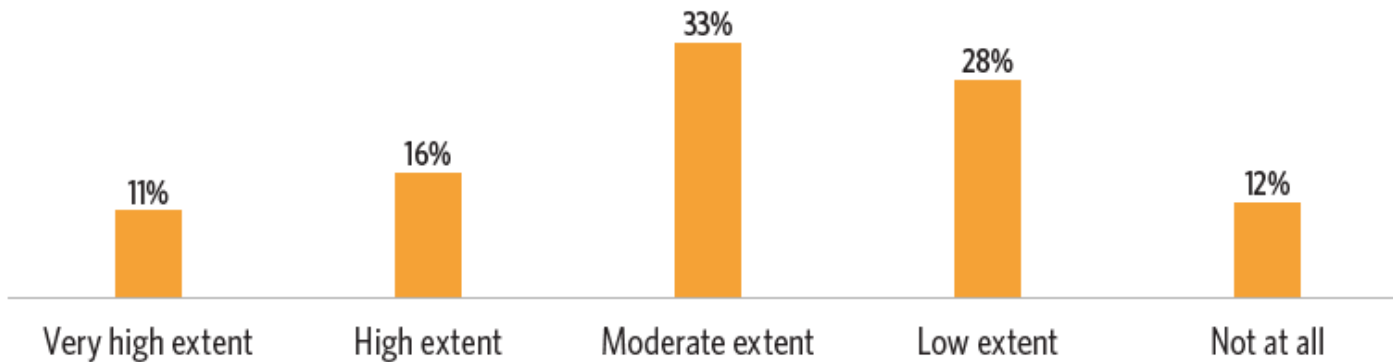
Success of Engagement Efforts



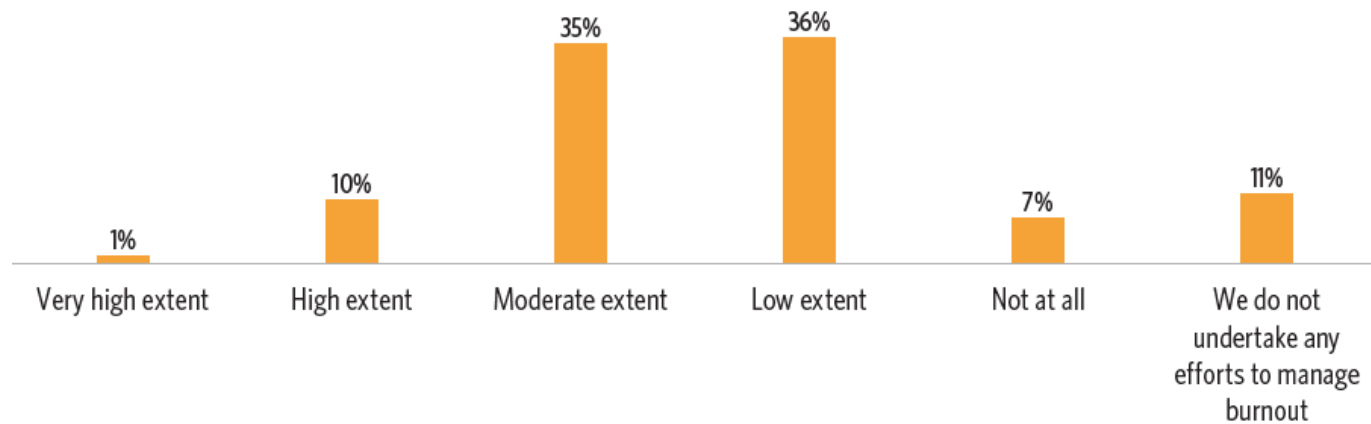
POLL:



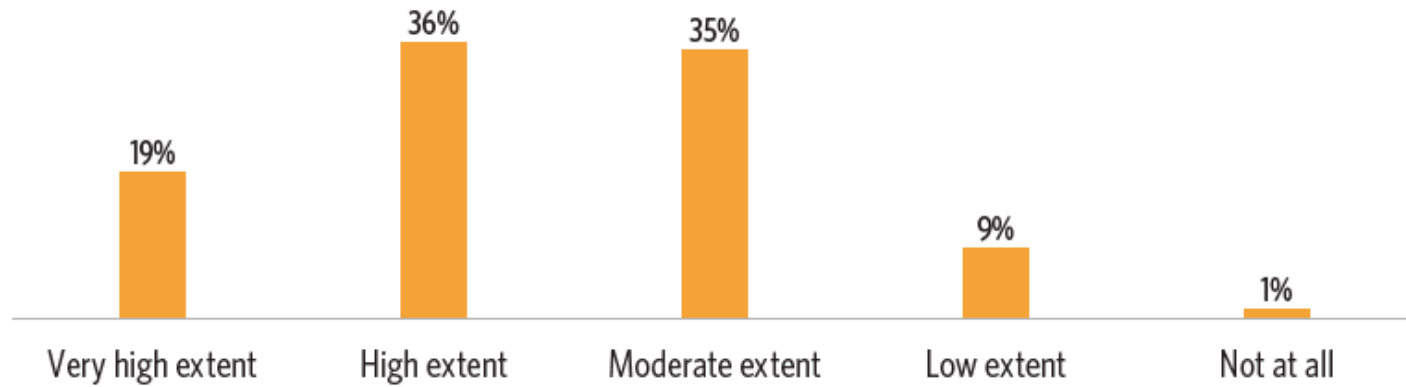
How Important is Addressing Burnout?



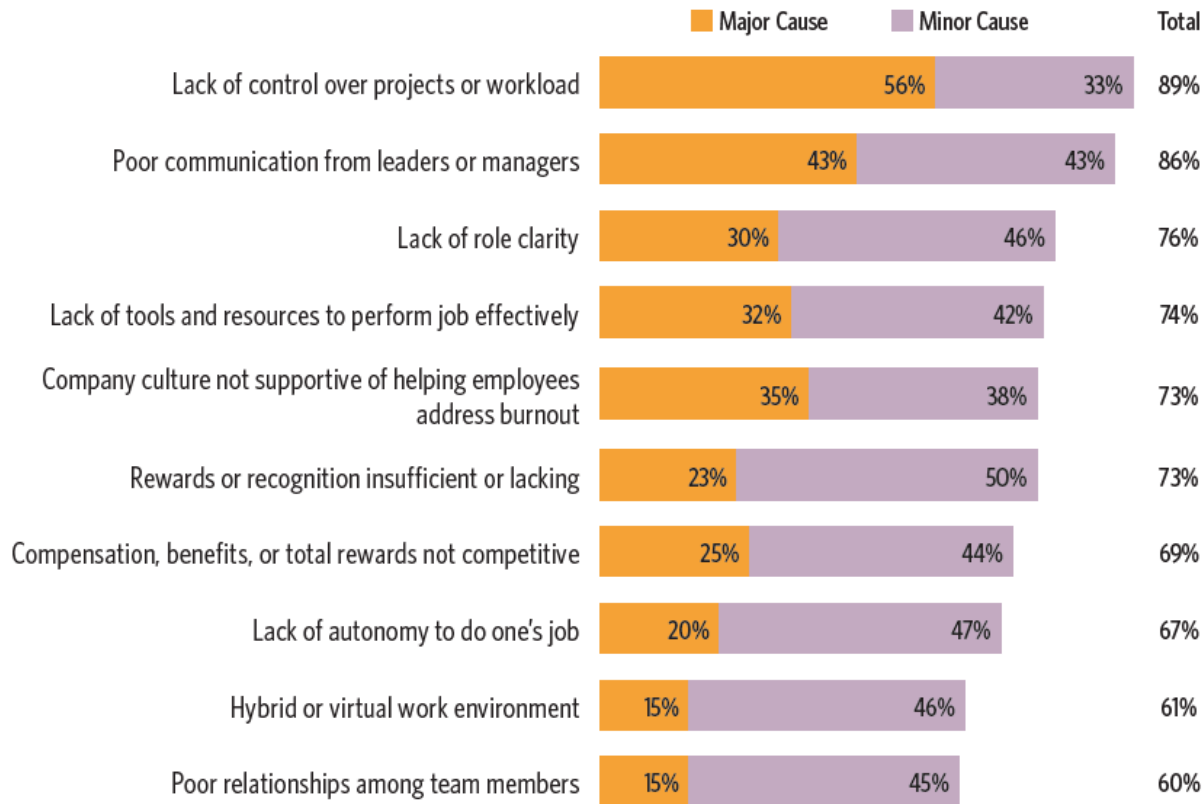
How Effective Are Organizations?



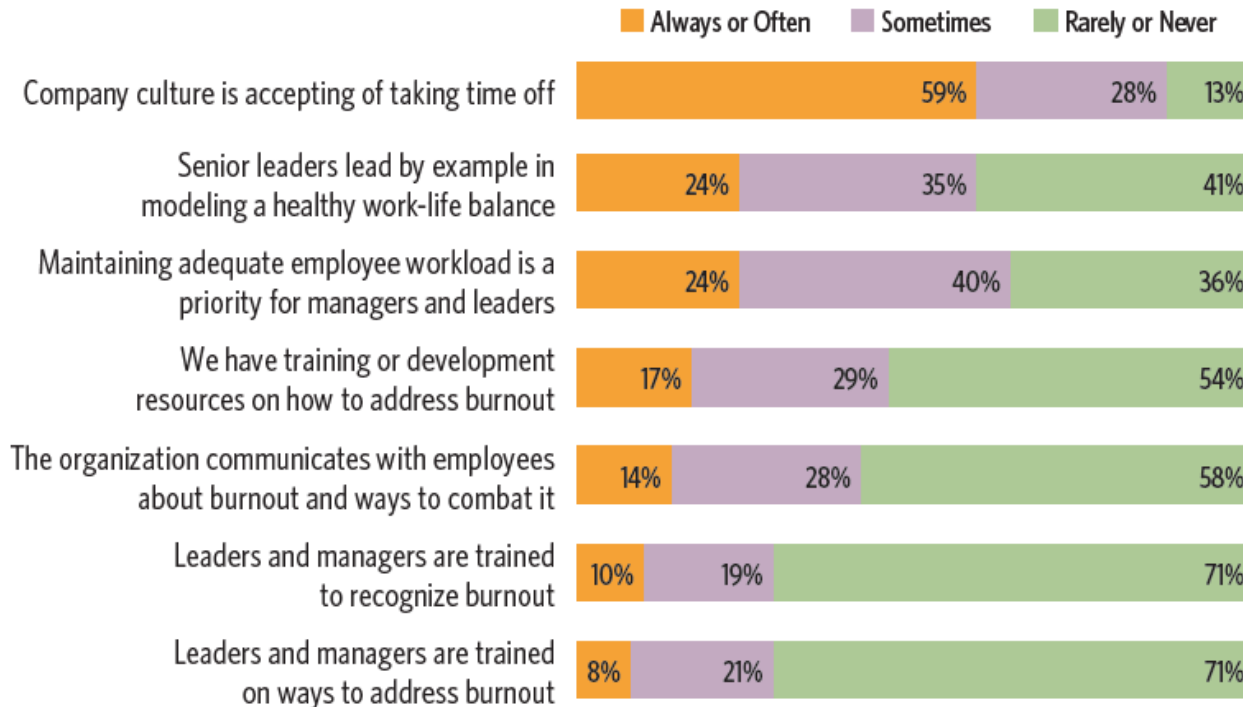
How Burned Out Are Employees?



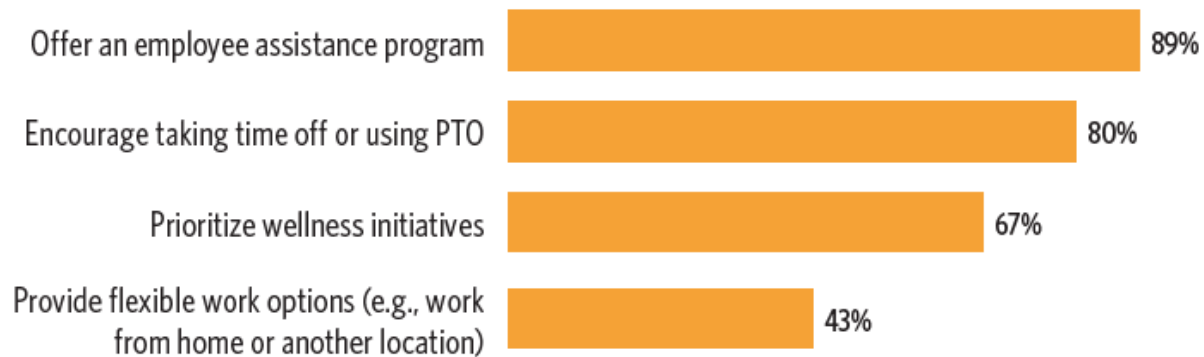
Key Causes of Burnout



Structures and Burnout

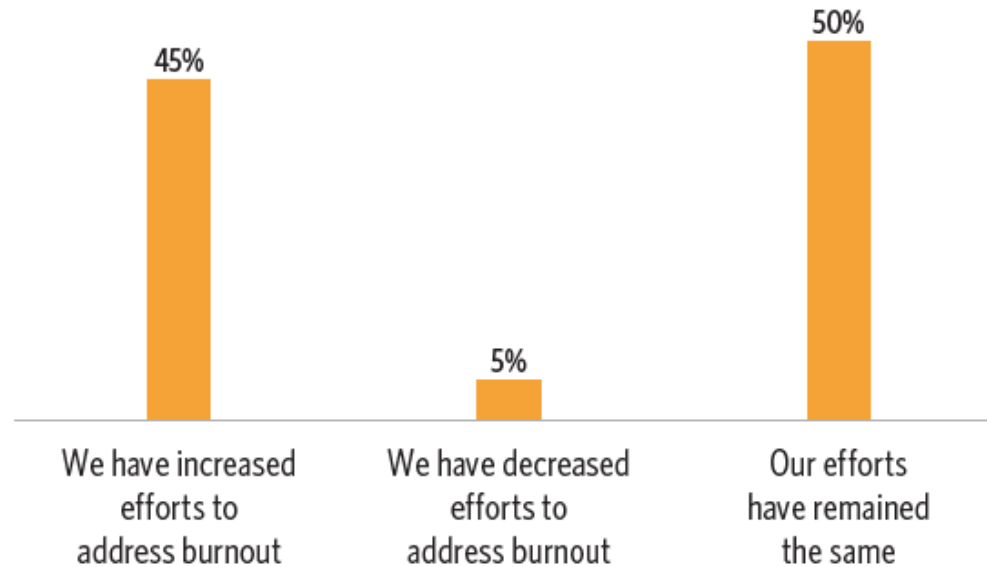


Wellness Initiatives

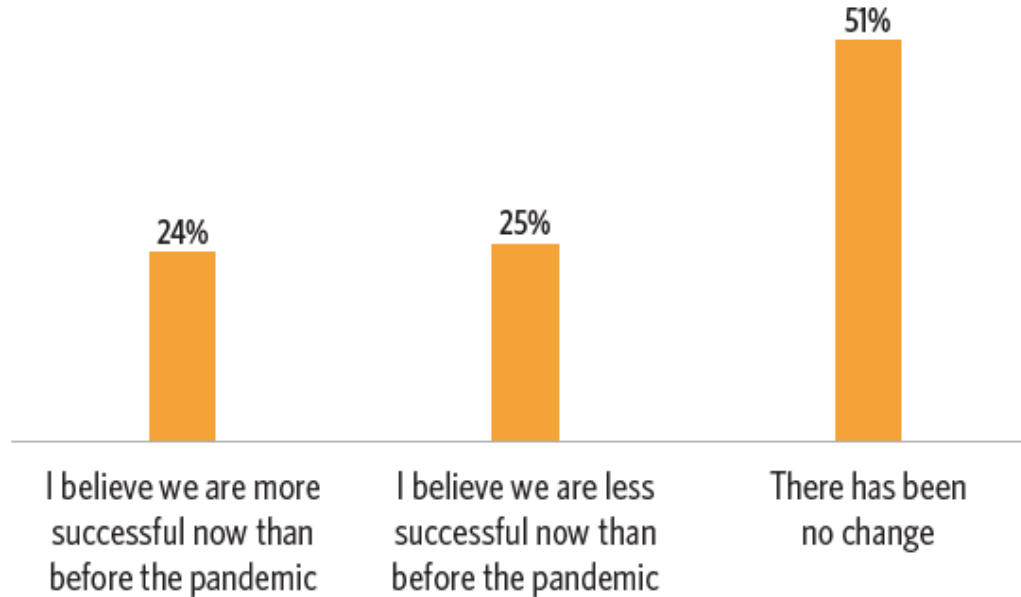


Percent of respondents answering yes.

Burnout and the Pandemic



Success of Burnout Mitigation



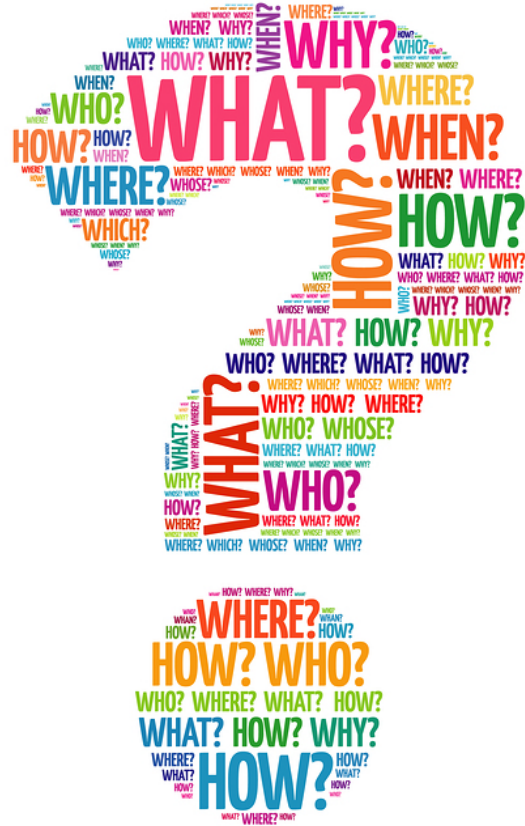
Best Practices

- ✓ Use Multiple Measures
- ✓ Offer a Variety of Initiatives

Best Practices

✓ Think Globally and Locally

Audience Questions



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