Employee Burnout

In the Battle Against Burnout

Comprehensive Strategies Work Best

For Leaders, Managers, and Team Members

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Executive Summary

Burnout, an escalating issue stemming from persistent job stress, significantly impairs employee well-being and workplace productivity. This Modern Health Playbook presents an in-depth and actionable framework to combat this challenge. It advocates a comprehensive strategy that synergizes organizational initiatives and individual coping mechanisms to effectively tackle burnout at its core.

The strategies and interventions outlined in this playbook are grounded in robust, widely-recognized research. Each intervention is categorized as targeting either organizational structures or individual behaviors, allowing a tailored approach that addresses needs at all levels.

Organizational interventions impact the environment, culture, or work processes. Examples include managing workload, creating a positive work culture, ensuring psychological safety, tying work to purpose, and offering workplace flexibility.

Individual-level interventions modify the behavior or mindset of employees. They include practices like mindfulness, stress reduction, resilience training, social connection, time in nature, gratitude, digital detox, coaching, and counseling.

The Playbook's Comprehensive Guides propose practical models demonstrating how interventions can be integrated in a customizable way based on role:

- Senior leaders, including HR and employee benefit directors;
- Team leaders/managers;
- Individual employees;
- Leaders/managers of deskless workers.

Readers short on time or less interested in the framework can skip ahead to the **interventions** or role-based **guides**.

There's no need to wait for perfect solutions. Use this Playbook to take action, with evidence-based, multifaceted approaches for maximum impact.

Introduction

In recent years, job burnout has emerged as a critical challenge, capturing the attention of organizational leaders, researchers, and employees alike. It has become a central topic of discussion across various platforms — from professional discourse in workplaces and conferences to debates online and in academic journals.

But our understanding of burnout's root causes and definition remains fragmented.

Discourse goes back and forth from...

Individual-centric views, which emphasize personal self-management skills and mindset to...

Systemic perspectives that point to organizational factors like workload, job design, and workplace culture.

This lack of consensus underscores the complexity of burnout and the need for multifaceted solutions. As the prevalence of burnout grows at an alarming rate, leaders are called upon to implement effective interventions.

This Modern Health Playbook cuts through the ambiguity, offering clear insights and actionable strategies to address burnout, bridging the gap between theory and practice, and paving the way for more effective and immediate solutions.

Take me directly to the interventions

Individuals or Organizations?

A school of thought favored by employers and solution providers puts the onus on individuals. It promotes stress management activities like mindfulness, time management, and resilience training. Critics view this approach as treating burnout symptoms, not causes.

Researchers and organizational psychologists endorse organizational approaches, too. They call for initiatives such as scheduling flexibility, moderation of job demands, and increased employee autonomy. Critics of organizational approaches view them as ambiguous or unattainable.

Key distinction: When experts discuss "organizational solutions" in the context of job burnout, they are referring to initiatives that target change in the organization. An organization may offer, say, a stress management program, but it is not considered an organizational solution, because it targets personal, not systemic, change.

External Environments

The impact of employees' environments outside of work is often overlooked. Research shows that family life and household environments, for example, can play a role in job burnout.[1] Family demands, lack of social support, and work-life conflict can lead to exhaustion, an important element of burnout.[2] A new study even shows that, in a household, one adult's workaholism increases the risk of their partner's burnout.[3]

[1] Shields, B., & Chen, C. (2021). Examining the relationship between work-life conflict and burnout. Journal of the National Institute for Career Education and Counselling, 47(1), 67-76.

[2] Stanley, S., & Jerard Sebastine, A. (2023). Work-family conflict, work-life balance, and burnout: A quantitative study of social workers. Sage Open, 13(2).

[3] Wan, M. M., Zhang, Y. J., & Shaffer, M. A. (2023). Your work passion travels a long way home: Testing a spillover and crossover model of work passion among dual-earner couples. Journal of Vocational Behavior, 147, 103940.

Comprehensive, Integrated, and Holistic Strategies

Studies have demonstrated the superiority of comprehensive strategies over single-pronged tactics for tackling employee burnout.

- Burnout arises from a complex interplay of individual vulnerabilities and organizational stressors.[4] Comprehensive approaches engage holistically.
- Combined interventions targeting both individual and organizational factors are more effective in reducing burnout compared to individual or organizational interventions alone.[5]

This Modern Health Playbook is your guide to customizing the kind of comprehensive strategy essential for preventing and alleviating burnout's individual, organizational, and social underpinnings.

The Definitions and Realities of Burnout

Though many practitioners may not know it, there is a definition of burnout.

According to the World Health Organization, burnout is a syndrome stemming from persistent workplace stress that is not adequately managed.[6] It's distinguished by the co-occurrence of:

- **Emotional exhaustion:** feeling emotionally drained, fatigued, and depleted;
- **Depersonalization:** a negative, cynical, or detached attitude toward one's job;
- **Reduced personal accomplishment:** a lack of self-efficacy at work.

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[4] Ahola, K., Toppinen-Tanner, S., & Seppänen, J. (2017). Interventions to alleviate burnout symptoms and to support return to work among employees with burnout: Systematic review and meta-analysis. Burnout research, 4, 1-11.

[5] Pijpker, R., Vaandrager, L., Veen, E. J., & Koelen, M. A. (2020). Combined interventions to reduce burnout complaints and promote return to work: A systematic review of effectiveness and mediators of change. International journal of environmental research and public health, 17(1), 55.

[6] World Health Organization. (2022). Burn-out. In ICD-11: International classification of diseases (11th revision) (pp. 59-60). Geneva: Author.

But leaders needn't get hung up on strict definitions, which, in fact, are not applied with any consistency in most studies and surveys. (A meta-analysis of physician burnout, for example, found that burnout prevalence ranged from 0% - 80.5%, depending on how it was defined and measured.[7] And a survey company broadly **reported burnout rates** based on one question, a methodology prominent researchers dismiss as invalid.[8])

Employees may call their exasperation burnout. Employers may call low morale burnout. Either case may be a sign that, even if employees aren't *technically burned out*, they may be "on their way."[9] Precise definitions and theories serve mostly to inform the customized strategies leaders can put into action using preventive and remedial measures like those in this playbook.

Instead of getting caught up in nuance, employers should meet employees "where they're at" with holistic support for their well-being, which ultimately fuels organizational performance.

How Common Is Burnout?

Burnout has probably been around forever, even before it was first identified in the early 1970s. But it flared up as a growing concern in recent years. Exact prevalence rates are elusive.[10]

On the conservative side, a 2017 study, using strict criteria, found 13.2% of 100,000 employees from 17 countries met the criteria for being burned out.[11]

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[7] Rotenstein, L. S., Torre, M., Ramos, M. A., Rosales, R. C., Guille, C., Sen, S., & Mata, D. A. (2018). Prevalence of burnout among physicians: a systematic review. Jama, 320(11), 1131-1150.

[8] Maslach, C., & Leiter, M. P. (2021). How to measure burnout accurately and ethically. Harvard Business Review, 7.

[9] Maslach, C., & Leiter, M. P. (2021).

[10] Maslach, C., & Leiter, M. P. (2021).

[11] Maslach, C., & Leiter, M. P. (2017). Understanding burnout: New models. The handbook of stress and health: A guide to research and practice, 36-56.

Since the COVID-19 pandemic began, however, surveys consistently reveal an upsurge. In 2022, for example, the American Psychological Association (APA) **reported**:

"Burnout and stress are at all-time highs across professions."

That same year, a **McKinsey survey** conducted in 15 countries found burnout rates ranging from lows around 19% in Switzerland and Mexico; a mid-range around 28% in the US, France, and Australia; and topping out at 38% in India.

The upward trend has been attributed to several factors, including:

Workload

The pandemic led to increased job demands for many employees, often without sufficient resources or support.

Work-life boundaries

Remote work arrangements blurred lines between work and personal life, making it difficult to disconnect and recharge.

Uncertainty

The pandemic created a climate of anxiety that persists in a continually unstable social climate.

The Burnout Burden

Job burnout, **APA advises**, significantly contributes to absenteeism, presenteeism (reduced productivity while at work), and employee turnover. Burned out employees have a:

57% increased risk of illness-related absence greater than two weeks

180% increased risk of developing depressive disorders

84% increased risk of Type 2 diabetes

Burnout may, according to APA, impair short-term memory, attention, and other facets of brain health essential to job performance.

APA's senior director of applied psychology concludes:

> *"When workers are suffering from burnout, they may become less innovative and more likely to make errors. If this spreads throughout an organization, it can have a serious negative impact on productivity, service quality, and the bottom line."*

Burnout in Deskless Workers

To date, most attention on burnout has focused on office-based and human services employees. But global research offers a glimpse into specific populations, enough to predict that burnout is a meaningful problem among "deskless" workers like those in retail, food service, construction, manufacturing, and transportation. For example:

In 2020, a Dutch study of blue-collar shift workers found that rotating shifts increased emotional exhaustion and cynicism, key burnout symptoms. Dissatisfaction with the shift schedule and the job's conflict with personal life amplified the risks. [12]

The following year, a Belgian study of deskless workers found 36.7% were burned out, with variations across industries: construction, 42.5%; manufacturing, 34.8%; service, 27.2%. [13]

A study of 1,300 Chinese iron and steel workers found a high rate of burnout attributable to feeling undervalued and having low "psychological capital" (e.g. reserves of hope, optimism, and resilience). [14] The researchers recommended an "integrated model" that includes individual-level and organizational interventions to alleviate burnout.

These studies confirm that deskless worker burnout is complex and diverse.

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[12] Hulsegge, Gerben, et al. "Shift work, and burnout and distress among 7798 blue-collar workers." International Archives of Occupational and Environmental Health 93 (2020): 955-963.

[13] Lehto, A. M., Järvenpää, J., & Virtanen, M. (2021). Job demands, resources, and burnout among blue-collar workers: A comparison of three industries. International Journal of Environmental Research and Public Health, 20(14), 7972.

[14] Guo, H., Guo, H., Yang, Y., & Sun, B. (2015). Internal and external factors related to burnout among iron and steel workers: A cross-sectional study in Anshan, China. PLoS One, 10(11), e0143159.

How to Prevent and Alleviate Burnout

This Modern Health Playbook describes evidence-based interventions. They aren't prescriptive. Some are individual, others are organizational. Several are based mostly on outcomes of stress management research, because less stress leads to less burnout.

Leaders should mix-and-match the interventions to tailor comprehensive strategies suited to their organizations.

The Playbook's appendices offer four models for how various interventions can be integrated...

by senior leaders, including HR and employee benefits directors

by team leaders, managers of teams within larger organizations

by individual employees

by leaders within organizations that employ populations of deskless workers

SOLUTIONS

Individual-Level Interventions

Individual interventions targeting employees' behaviors, coping skills, and self-regulation can be self-directed using apps, books, videos, audio, classes, and peer support without employer involvement. Some will prefer to manage burnout privately.

Employers can, however, encourage employees to be proactive by offering vetted resources. Promoting these offerings openly and empathetically can reduce stigma that may otherwise intimidate employees.

Practice mindfulness and other coping techniques — Practices like mindfulness (non-judgmental attention on thoughts and feelings in the present moment) help employees become more aware of themselves, allowing them to manage stress, anxiety, and burnout more effectively. Deep breathing, progressive muscle relaxation, and yoga can help ease physiological and emotional stress responses.

Adopt a break ritual — Five- to ten-minute breaks after every two hours of work, for example, can provide employees with a quick recharge.

Prevent and reduce stress — Employees reduce their risk of burnout by learning and being encouraged to prioritize tasks, set realistic goals, delegate effectively, and take restorative breaks.

Learn resilience techniques — Goal setting and problem-solving exercises help employees cope with stress and bounce back from challenges.

Connect with others — Formal connections (e.g., supportive relationships with managers) and informal connections (e.g., friendships with co-workers) play a role in reducing burnout, enhancing emotional support, belonging, and a positive work environment.

Spend time in nature — Activities like hiking and gardening reduce stress and improve brain health.

Focus on what's good — Habits that accentuate the positive (like reflecting on gratitude) and leverage personal strengths bolster well-being and can help stave off burnout.

Detox from devices — Periodic breaks from digital devices like smartphones and laptops can improve mental clarity, reduce stress, and promote relaxation.

Burnout in Deskless Workers

A variety of more clinical approaches also can help address burnout:

- Cognitive-behavioral therapy can help employees identify and reframe thought patterns that contribute to stress and burnout.[15]
- Acceptance and commitment therapy helps people accept difficult thoughts and feelings while focusing on actions aligned with their values.[16]
- Compassion-focused therapy builds self-compassion and self-acceptance, leading to reduced stress, anxiety, and burnout.[17]

Conventional health and wellness activities warrant a place in a comprehensive burnout strategy. These include staying physically active, eating healthfully, and working toward financial well-being.

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[15] MJ, F. (2019). The effects of stress-coping strategies and group cognitive-behavioral therapy on nurse burnout. Annals of Burns & Fire Disasters, 32(3).

[16] Towey-Swift, K. D., Lauvrud, C., & Whittington, R. (2023). Acceptance and commitment therapy (ACT) for professional staff burnout: a systematic review and narrative synthesis of controlled trials. Journal of Mental Health, 32(2), 452-464.

[17] Scattolon, Y., & Holsboer-Trachsler, E. (2021). The effects of compassion-focused therapy on burnout, anxiety and depression: A randomized controlled trial including healthcare professionals working with people experiencing homelessness during the COVID-19 pandemic. Journal of Contextual Behavioral Science, 20, 92-102.

Organizational Interventions

Job design and workload management

Job crafting — Empower employees to personalize their job tasks and co-worker interactions, increase autonomy, and activate personal strengths.

Work redesign — Restructure jobs to reduce workload, clarify roles and responsibilities, and diversify task variety.

Workload management — Implement strategies to manage workload effectively with clear deadlines and realistic expectations.

Predictable scheduling — Provide consistent and predictable work schedules.

Control and autonomy — Grant employees with decision-making power and control over their work, including task scheduling, resource allocation, and problem-solving.

Workplace culture and environment

Psychological safety — Create an environment where employees feel safe to voice concerns, report problems, ask for help, and be themselves.

Open communication — Encourage open and transparent communication between employees and leadership to address concerns, build trust, and promote collaboration.

Meaningful work — Connect employees to the purpose and meaning of their work.

Positive work environment — Foster a supportive and positive work environment with strong social bonds, motivational communication, and recognition. Learn more about tips to foster a sense of well-being through community **here**.

Workplace flexibility — When feasible, offer remote work, flexible hours, and/or shortened work weeks.

Collaborative work environment — Create opportunities and work teams that foster working relationships across functional areas, departments and regions.

Here are more tips on how to foster a sense of well-being through community.

Employee well-being and support

Time management training — Provide training on effective time management strategies.

Stress management training — Teach employees stress management techniques.

Mental health resources — Provide access to mental health resources like Modern Health that offer confidential counseling, coaching, and social support.

Physical health resources — Offer fitness facilities or gym discounts, wellness challenges, and healthy food options.

Control and autonomy — Grant employees with decision-making power and control over their work, including task scheduling, resource allocation, and problem-solving.

We're Here to Help

Modern Health's holistic approach to well-being encompasses mental, emotional, social, financial and physical wellness.

Explore Modern Health

Resources for Understanding Burnout and The Cost to Organizations

The VOI of Mental Health Benefits

How To Help Your Team Deal With Burnout

Employee Burnout: The cost of employee burnout from a DEIB perspective
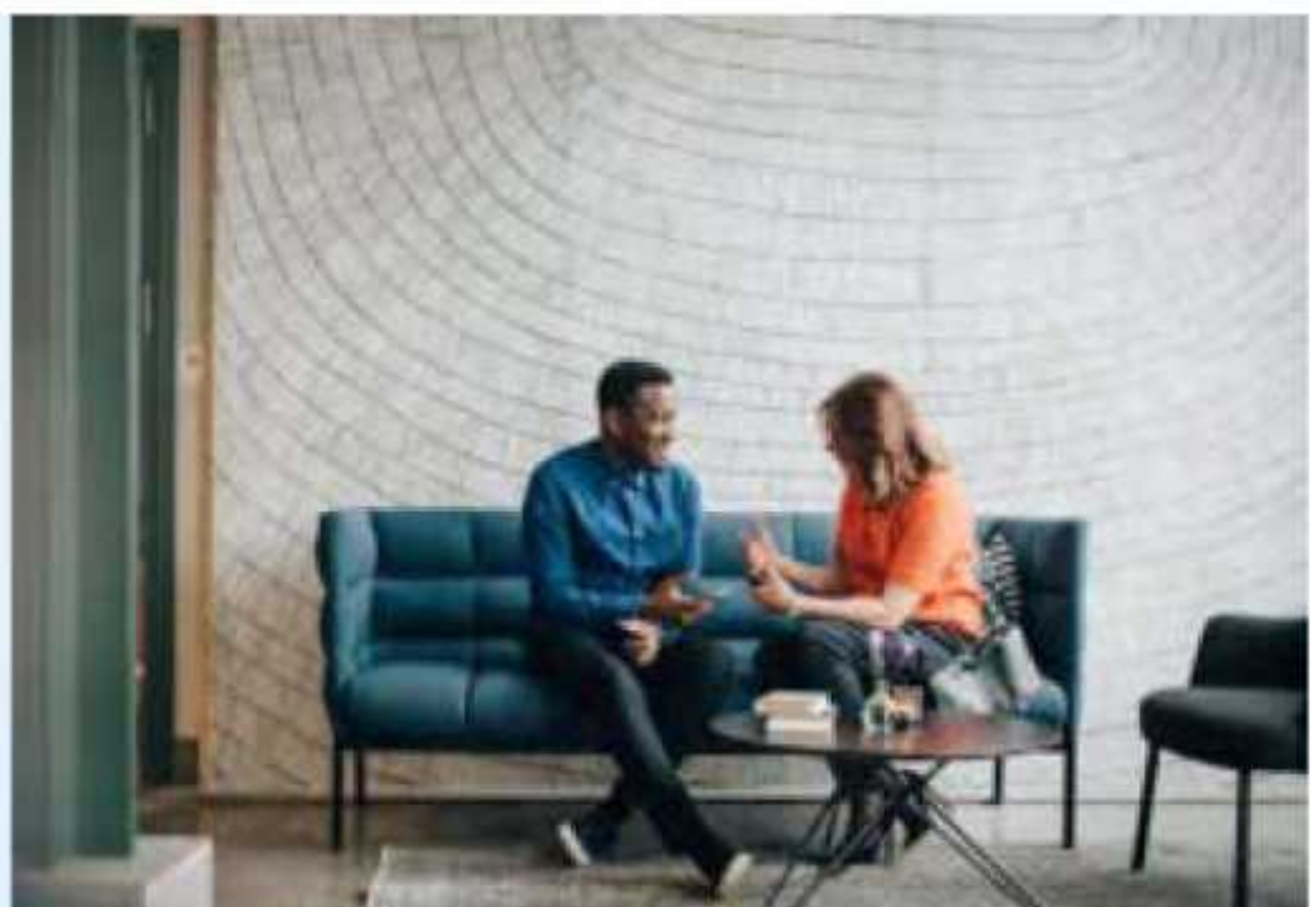

ROI Guide p.2

Curbing Spend With Comprehensive Mental Health Care

ROI Guide Pt. 2: Curbing Spend With Comprehensive Mental Health Care

We're Here to Help

Connect with one of our mental health experts to learn how we can support the well-being needs of your diverse workforce.

Talk With Us

Guide: Comprehensive Burnout Strategy for Organizational Leaders & Executive People Leaders

This outline exemplifies how a leader — whether a C-suite member or director of HR and employee benefits — can build a customized burnout plan using interventions described in this Modern Health Playbook. Because of the high level at which these are initiated, this model emphasizes organizational solutions.

1. Workforce Planning | Adaptive Staffing Models

Adopt planning strategies that allow for flexible staffing adjustments based on project demands. This ensures teams are appropriately sized to manage workloads effectively.

2. Job Design and Task Distribution | Task Redesign Initiatives

Engage HR and department heads to analyze job roles and responsibilities. Redesign tasks to align with employee strengths and preferences, promoting a more balanced workload.

3. Communication Infrastructure | Employee Feedback Systems

Engage HR and department heads to analyze job roles and responsibilities. Redesign tasks to align with employee strengths and preferences, promoting a more balanced workload.

4. Employee Development | Continuous Learning Initiatives

Invest in learning and development programs that empower employees to acquire new skills. This not only prevents stagnation but also enhances adaptability, reducing stress associated with outdated skills.

5. Predictable Work Schedules | Predictable Work Arrangements

Advocate for and implement policies that provide employees with consistent and predictable work schedules. This promotes work-life balance and reduces stress associated with unpredictable work hours.

6. Mental Health and Well-Being Initiatives | Holistic Mental Health Benefits

Collaborate with HR to enhance mental health programs, offering employees holistic support. This may include counseling and coaching services like those offered through Modern Health, stress management workshops, and resources to improve overall well-being.

7. Inclusive Decision-Making Processes | Cross-Functional Decision Teams

Foster an inclusive decision-making culture by forming cross-functional teams that include employees from different levels. This ensures diverse perspectives in decisions related to job design, workload, and organizational policies.

8. Comprehensive Well-Being Programs | Well-Being as a Key Performance Indicator

Integrate employee well-being metrics as key performance indicators. Regularly assess the success of well-being programs and adjust them based on employee feedback and evolving organizational needs.

9. Transparent Performance Metrics | Transparent Performance Dashboards

Implement transparent performance dashboards accessible to all employees. This ensures clarity on individual and team contributions, fostering a sense of achievement and reducing uncertainty around performance expectations.

10. Job Fit | Skill Matching

Ensure that employees are assigned tasks that align with their strengths and interests, minimizing burnout associated with mismatched skills and job roles.

11. Continuous Feedback Mechanisms | Feedback Loops

Establish feedback loops that enable continuous communication between leaders and employees. Regularly solicit input on workload, job design, and organizational processes.

Guide: Comprehensive Burnout Strategy for Managers and Team Leaders

This model exemplifies how a team leader — for example, the supervisor of a department that's part of a larger organization — can build a customized burnout plan using interventions described in this Modern Health Playbook.

Managers also should nurture their own well-being with the self-care practices in Appendix C.

1. Job Design and Workload Management | Workload Analytics and Adjustments

Monitor individual and team-level workloads. Regularly analyze data to identify potential bottlenecks and make proactive adjustments to workload distribution.

2. Workplace Culture and Environment | Inclusive Decision-Making

Host inclusive decision-making forums where team members actively participate in discussions about workload, project timelines, and team goals. This fosters a sense of ownership and shared responsibility.

3. Employee Well-Being and Support | Tailored Well-Being Programs

Collaborate with HR to promote available well-being programs tailored to the team's needs. This could include stress management workshops, access to counseling services, and resources for maintaining a healthy work-life balance.

4. Project Management | Iterative Work Cycles

Implement project management methodologies to ensure tasks are broken into manageable cycles. Regular reviews and adaptations enhance flexibility, reducing the risk of overwhelming workloads.

5. Task Rotation Programs | Skill Diversification Initiatives

Establish task rotation programs to cross-train team members on various responsibilities. This not only prevents burnout from repetitive tasks but also creates a versatile and adaptable team.

6. Structured Communication Platforms | Feedback Channels

Create structured communication channels for team members to express concerns and provide feedback. Regular check-ins and surveys provide valuable insights into workload management and team dynamics.

7. Team Collaboration Tools | Collaborative Workspaces

Integrate collaborative tools and platforms to streamline communication and project tracking. This reduces the likelihood of miscommunication and ensures transparent workflows, contributing to stress reduction.

8. Task Redesign Success Stories | Showcasing Effective Workload Management

Share success stories within the team where workload was successfully redesigned. Highlight how this led to improved efficiency, better-defined roles, and a more balanced workload for team members.

9. Recognition and Appreciation | Team Recognition

Establish a recognition program for team achievements. This could include monthly awards or acknowledgments during team or company-wide meetings, emphasizing collaborative efforts.
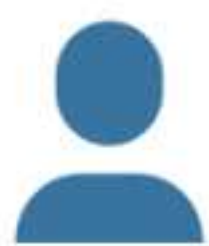
Guide: Comprehensive Burnout Strategy for Individual Employees

This model exemplifies how an employee can build their own customized burnout plan using interventions described in this Modern Health Playbook. This plan emphasizes independent self-care activities, as well as accessing resources offered by employers.

Participate Independently

1. Mindfulness Routine | Daily Mindful Practices

Dedicate 5-10 minutes each morning to mindfulness exercises, like deep breathing, yoga, or meditation. Use online resources for guided sessions.

2. Task Management and Breaks | Prioritize and Plan

- Start the day by prioritizing tasks and breaking them into manageable chunks. Stay organized with project management tools offered by the employer.
- Incorporate short breaks between tasks.

3. Resilience and Coping Skills | Reflect and Reframe

- Regularly reflect on challenges and successes. Practice reframing negative thoughts into positive ones.
- Participate in resilience workshops or online courses to enhance coping skills.

4. Social Connection | Cultivate Work Relationships

- Participate in team activities and communicate regularly with co-workers. Foster supportive relationships.
- Practice networking at social and professional gatherings.

5. Outdoor Activities | Nature Breaks

- Spend part of lunch breaks outdoors or incorporate short walks into the day.
- Explore nature-related initiatives, such as gardening clubs.

6. Positive Reflection | Gratitude Journaling

- Maintain a gratitude journal to regularly reflect on people or experiences to be thankful for.
- Participate in programs that encourage positive reflection, such as gratitude challenges or strength-based initiatives.

7. Digital Detox | Scheduled Breaks

Set designated times for breaks from digital devices during the day. Use this time for a quick walk, relaxation exercises, or a non-screen activity.

Take Advantage of Employer Resources

1. Time Management Training | Company-Sponsored Workshops

Learn and implement time management strategies taught by HR or training departments.

2. Mental Health Resources | Well-Being Platform

Explore mental health resources provided by the employer, such as access to platforms like Modern Health. Get support with counseling and coaching services.

3. Physical Health Resources | Wellness Programs

- Engage in onsite wellness programs, fitness facilities, or initiatives that promote physical health.
- Take advantage of healthy food options in cafeterias or at employee gatherings.

4. Flexibility Initiatives | Remote Work

Explore remote work options or flexible hours, if available. Align work schedules with personal preferences to enhance work-life balance.

Guide: Comprehensive Burnout Strategy for Managers and Team Leaders of Deskless Workers

By prioritizing improvements in workplace culture and environment, organizations can create conditions that are conducive to the well-being of deskless workers.

1. Job Design and Workload Management | Rotational Task Schedules

Implement rotating schedules to diversify work responsibilities. Ensure that physical demands are distributed equitably.

2. Workplace Culture and Environment | Noise Reduction Initiatives

Assess and address sources of excessive noise in the workplace, which amplifies stress. Introduce measures such as ear protection or schedule adjustments to minimize noise-related stress.

3. Employee Well-Being and Support | Health and Safety Committees

Establish health and safety committees that include workers in decision-making processes. Address concerns related to workplace conditions, scheduling, and physical demands through collaborative efforts.

4. Predictable Work Schedules | Consistent Scheduling

Develop and adhere to consistent scheduling policies. Provide workers with advance notice of schedules to enhance predictability and allow better work-life balance.

5. Workplace Flexibility Initiatives | Flexibility in Shift Changes

Allow flexibility in shift changes when possible. Consider accommodating personal needs, such as family commitments or health concerns, to support healthier work-life integration.

6. Mindfulness Practices | Scheduled Quiet Time

Establish designated periods during shifts for quiet time and brief mindfulness exercises. Encourage workers to use this time for relaxation and mental rejuvenation.

7. Stress Prevention and Reduction | Optimized Work Schedules

Implement flexible work schedules where possible, allowing workers to choose shifts that align with their preferences and personal needs. Avoid constant changes in schedules to provide stability.

8. Social Connection | Team-Building through Collaborative Tasks

Design tasks that encourage collaboration among team members. Foster a sense of community by organizing team-building activities that emphasize collective achievement.

9. Outdoor Activities | Accessible Outdoor Spaces

Ensure easy access to outdoor break areas, when possible, with seating and greenery. Designate spaces where workers can take short breaks to recharge in a refreshing environment.

10. Positive Reflection | Recognition for Team Efforts

Establish a culture of recognizing and celebrating team achievements. Emphasize the collective impact of the team's work through regular acknowledgments in team meetings or bulletin boards.

Modern Health Resources for Employees

One-On-One Care

Modern Health can match you with a certified coach or therapist trained in evidence-based methods to support your unique needs. Al our providers have access to clinical training in cultural humility and use proven techniques to provide you with culturally centered and thoughtful care. Getting started is quick and easy. **Connect with our Modern Health team to learn more!**

Pathways

Workplace Well-being Pathways are specialized one-on-one care programs, designed to accelerate targeted workforce performance & productivity for managers and all employees.

Ranging from Managing Mindfully as a manager to Overcoming Burnout, each Pathway focuses a specific deep-dive area of professional growth for managers and employees. **Learn more about Pathways.**

Circles

Circles are group sessions led by Modern Health therapists and coaches. We address key topics such as allyship across identities, processing stressful world events, and coping with stress and anxiety. You or your team can register for any of the upcoming sessions.
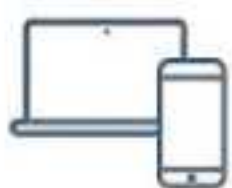
Allyship Across Identities
Challenges in the Workplace
Identity-Based Spaces
Spotlight Topics - Sobriety, Families, Children's Mental Health
Navigating Global Crises

Self-guided Digital Resources

With Modern Health, employees and their dependents have access to digital resources on-demand 24/7 with self-serve care options that can be accessed at their own pace. These resources include digital programs, guided meditations, and courses, including but not limited to:

- Managing Stress
- Building Resilience Through Knowing Ourselves
- How to Handle Parental Burnout
- Inclusion & Belonging meditation series

Make mental health a strength for all in your organization

Connect with one of our mental health experts to learn about our high-quality global provider network, and how we can support the well-being needs of your diverse workforce.

Connect With Our Team