



BURNOUT AWARENESS: STUDY FINDINGS



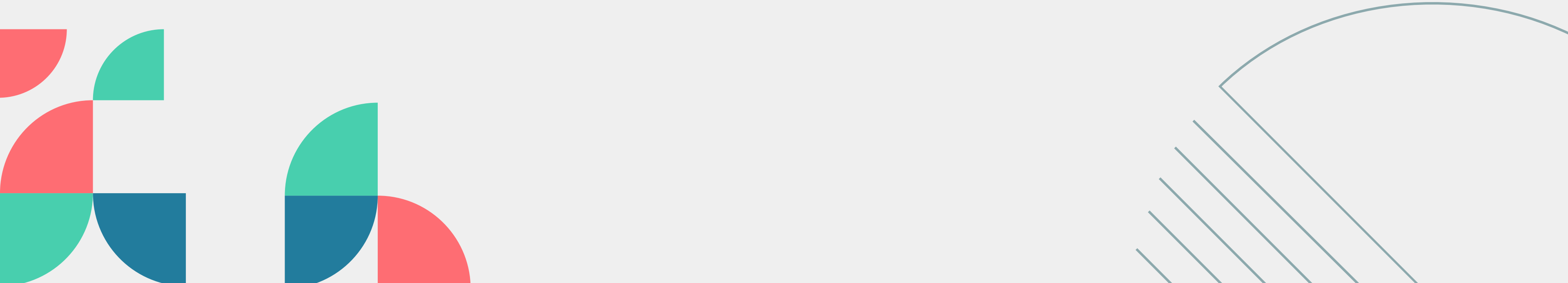
Solenis



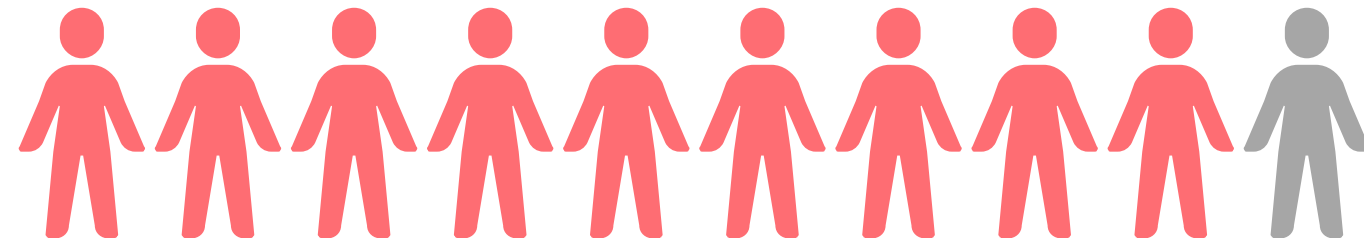
BURNOUT INDEX

Paradigm hypothesizes that “burnout” is preventing companies from performing at peak capacity leading to suboptimal business outcomes.

This study is engineered to measure + track levels of exposure, risk & liability directly attributed to burnout



EMPLOYEES ARE BURNT OUT



9 OUT OF 10

Solenis employees surveyed report being burnt out within the last year

What do you identify as the primary sources of burnout in your experience?

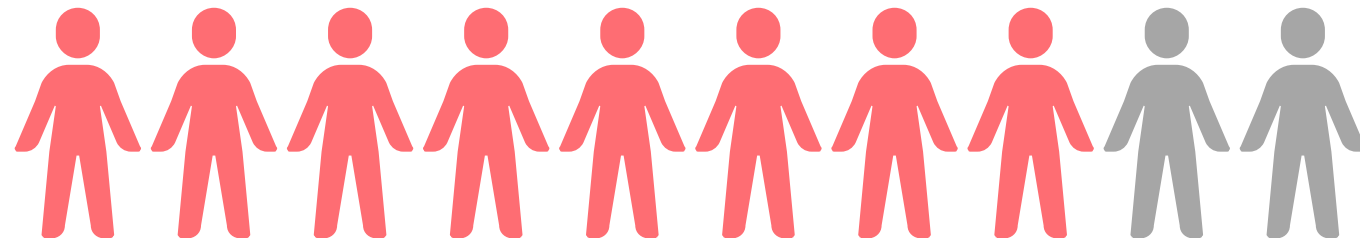


"Being part of acquisition team and being given more work as my department get smaller and being added to way too many meetings. So to boil it down this Merger!"



"Always trying to achieve over and beyond - fear of failure, so continue to please and ultimately burning self out."

ARE LEADERS BURNT OUT?



79%

Of employees perceive their leadership to be burnt out.

How does burnout of your leadership affect you?



"Stress is (literally) contagious so burnout creates more pressure down the chain, changing priorities, short term thinking"



"Leadership becomes less approachable therefore support and guidance is less and adds to self burnout"



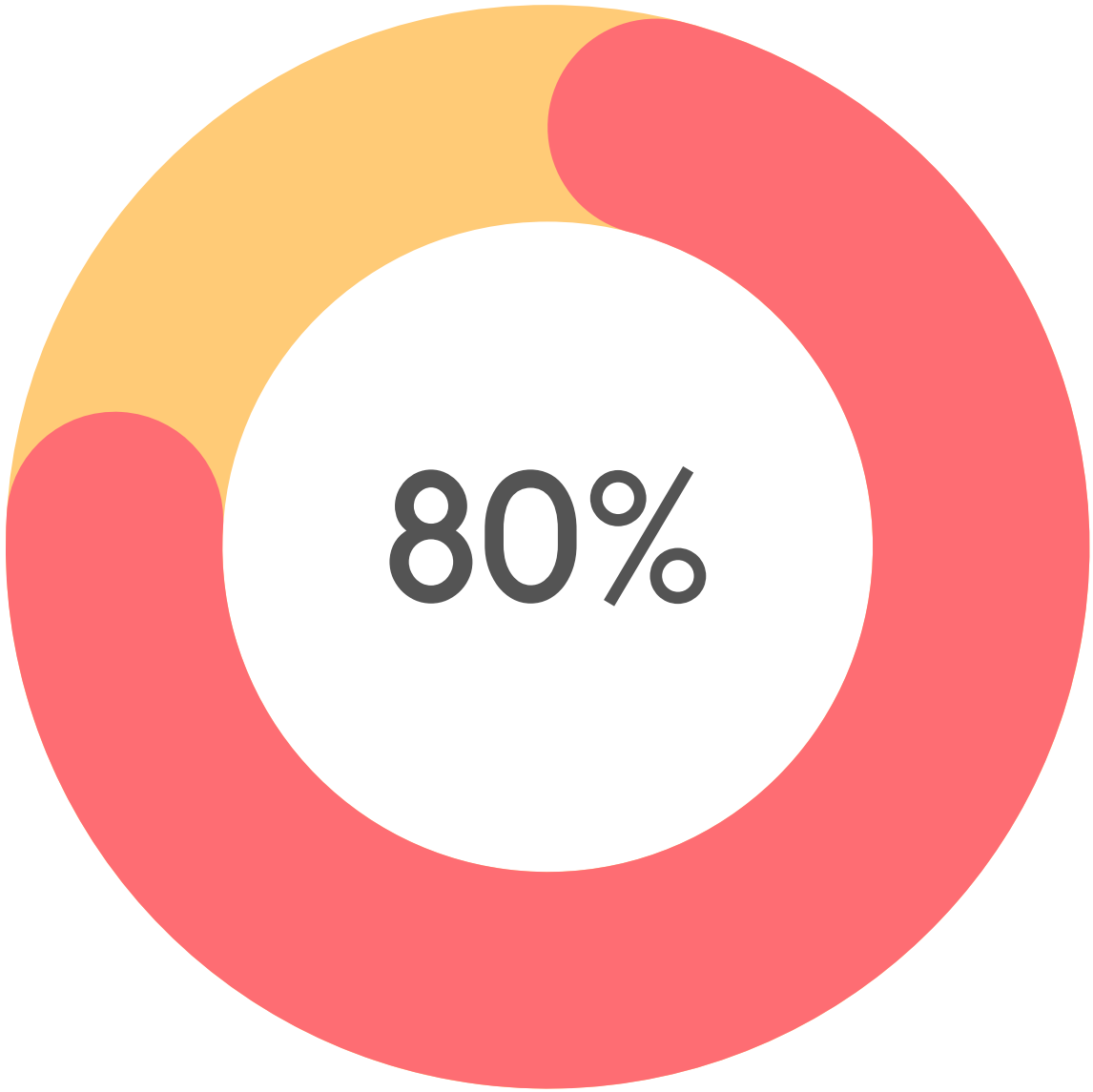
"TOO MANY PRIORITIES

TOO MANY MEETINGS

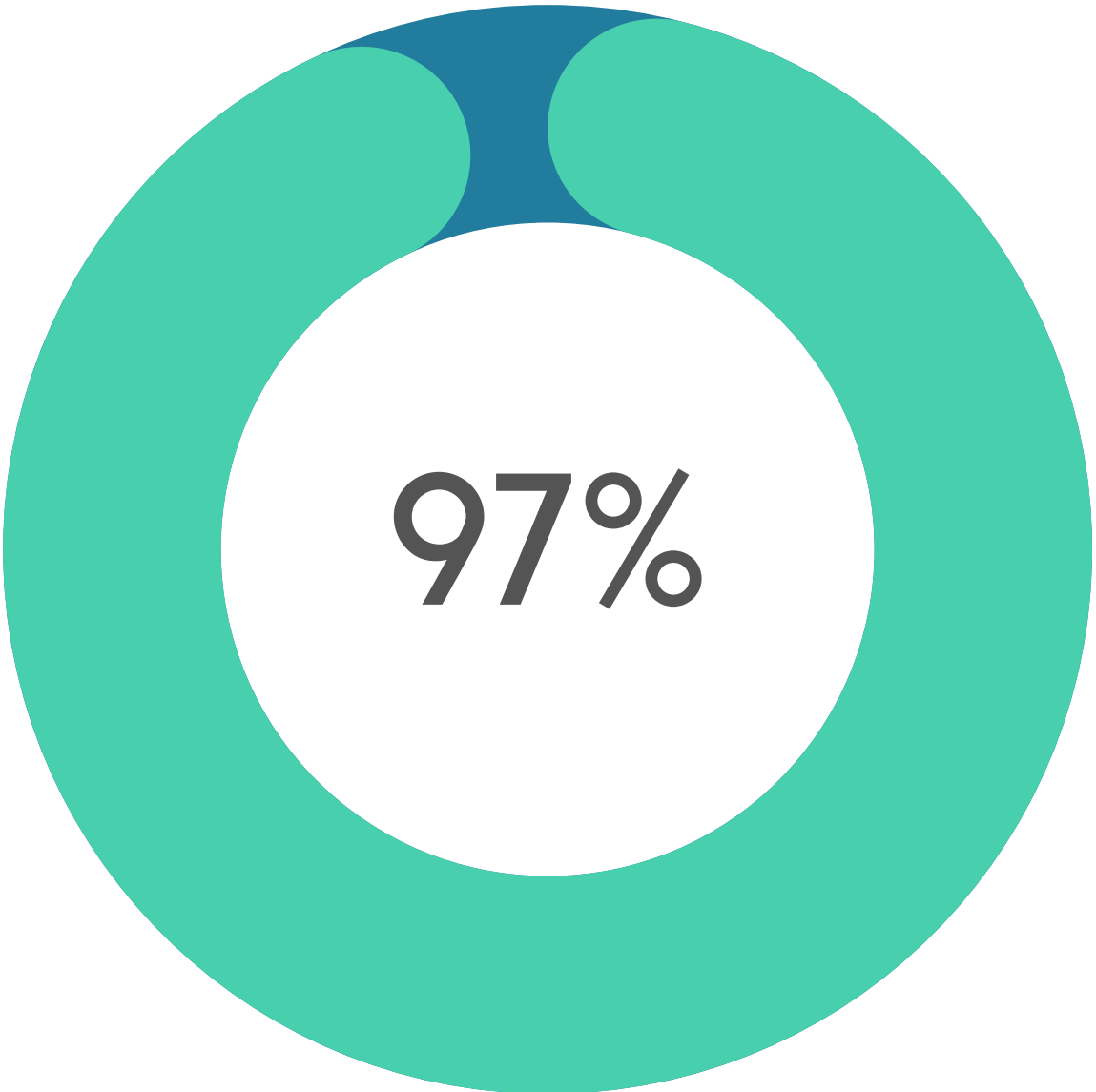
NO TIME TO THINK"



BURNOUT SOLUTIONS AWARENESS



Are not currently utilizing tools to assist themselves in personal development.



Believe they can reduce burnout with the right tools.



NEXT STEPS

Solenis to Internally discuss options based on recommendations

Based on above, we will create a custom package for implementation