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What is a Resilient Workforce?



Individuals

- Strong in 7 Factors of Resilience
- Self-care



Teams

- High empathy
- Practice psychological safety
- Quick to productivity and problem solving
- Encourage growth mindset



Organization

- Consistent values
- Connect employees to meaning

The Positive Impact of Resilience

DISABILITY LEAVES

25%

meQ participants
had 25% fewer
disability leaves

LEAVE DURATIONS

13%

Shorter leave
durations for meQ
members compared
to non-members

HEALTHCARE COST

\$496

Lower annual health
care costs per meQ
member

PRODUCTIVITY

13%

Happy employees
are 13% more
productive

Gen Z burnout builds long before leave, and trust decides whether they use support

BEFORE LEAVE

87.2%

of Gen Z have taken time off for stress, anxiety or burnout
30.4% report high or very high work stress. Boomers: 12.0%.

TRUST

69.8%

of Gen Z find mental health benefits easy to access
They want support that's confidential and outside the manager line.

RETURN

35.9%

of Gen Z said their return from leave went very smoothly
Millennials: 60.7%. Time away isn't restoring them.

What support has to do

1

Catch strain early, before it turns into leave

2

Help managers protect the boundary after hours

3

Stay with people through the return, not just the time away

Powered by meQ



The Human Skills Engine For HighPerforming Cultures

Continuous Human Intelligence

Org-level culture & human skills data, gathered continuously—to show in-the-moment value and opportunities.

Personalized, Rigorous Practice

Sciencebacked skillbuilding—role-play, GenAI coaching—mapped to each organization's own values and our specialized frameworks.

Compounding, Measurable Impact

Skills that compound over a lifetime, personal and professional, and roll up into culture-level performance.

OUR THESIS: Human skills, built with rigor at the individual and team level, are the mechanism by which culture truly changes.