



**meQ.**

# Resilience that Pays Off

April 9, 2026

# AGENDA

- 01** What is a Resilient Workforce?
- 02** Resilience and Leave
- 03** The Cost of Inaction
- 04** Benefit of Upskilling
- 05** Questions



# Resilience and the Workforce



# The Positive Impact of Resilience

**25%** ↓

meQ participants had 25% fewer disability leaves

**13%** ↓

Shorter leave durations for meQ member compared to non-members

**\$496** ↓

Lower annual health care costs per meQ member

**13%** ↑

Happy employees are 13% more productive

SOURCE: meQ study of 3,000

# What Makes a Workforce Resilient?



## Individuals

- Strong in the Seven Factors of Resilience
- Self Care
- Growth Mindset
- Stress Management



## Teams

- High Empathy
- Practice Psychological Safety
- Think on Their Feet
- Committed to Solving Problems, come with solutions

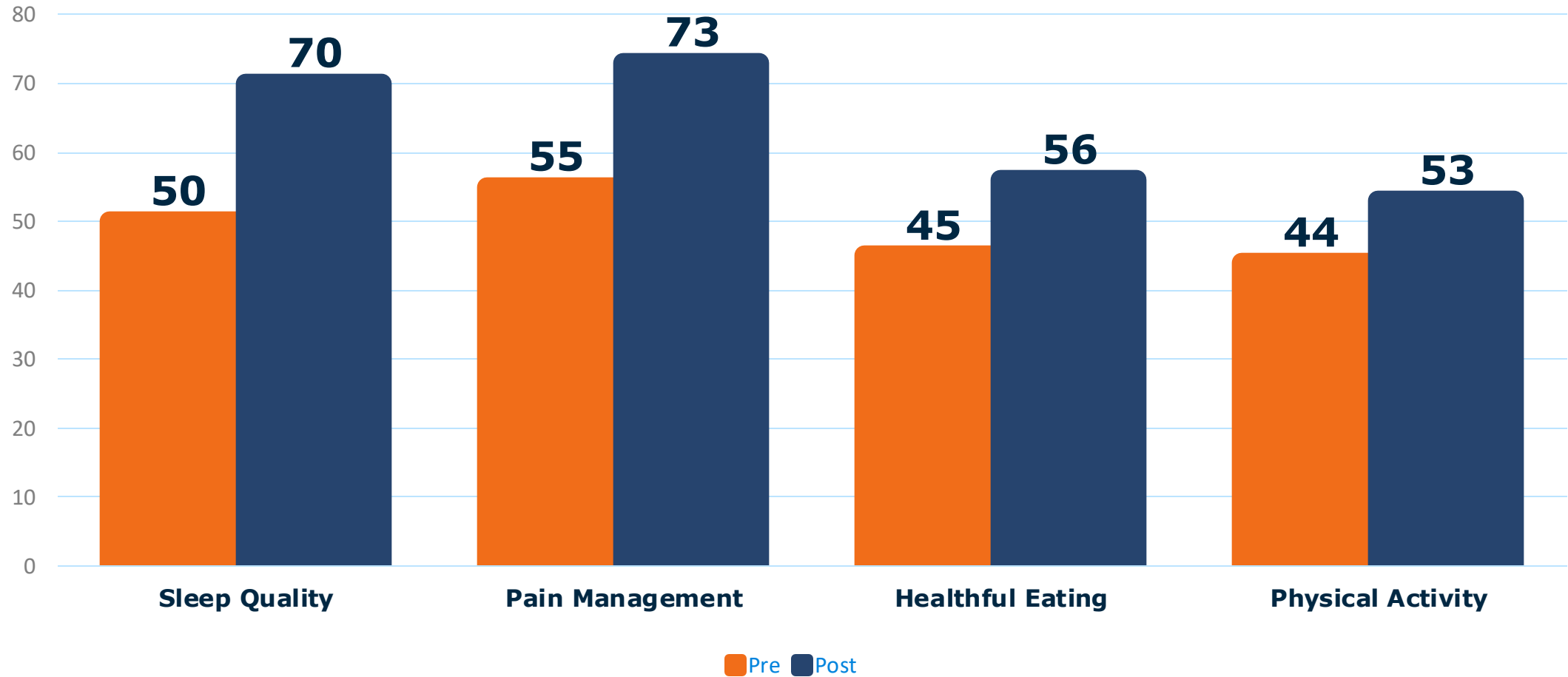


## Organizations

- Consistent Values
- Clear Expectations
- Committed to Growth
- Value Input from Employees
- Adaptable Leadership

Together, individuals, teams and the organization help ensure resilience is seen as a strategic performance lever.

# Impact of meQ Resilience Training





# What Gets in the Way of Individual Wellness?

## HBR Oct 2024:

- Companies spend \$94.6b globally and annually on workplace wellness
- ROI is varied

## Best Practices:

- Get at root causes of poor self-care
- Produce sustainable results

# Iceberg Beliefs

“I should get everything right”

“It’s my job to make sure people are happy”

“If you want it done right, do it yourself”

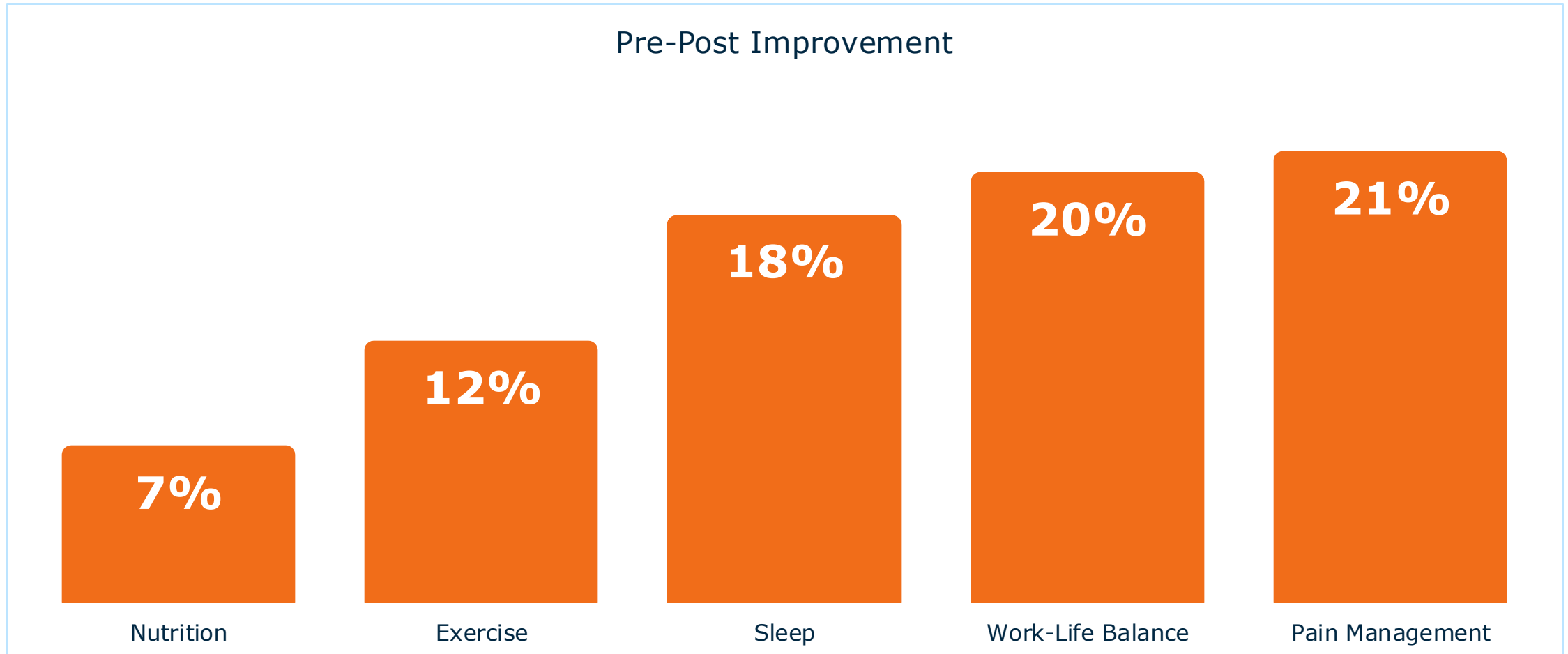
“I should be able to do it all.”

“I should be all things to all people”

“Sacrificing for others is the right thing to do”

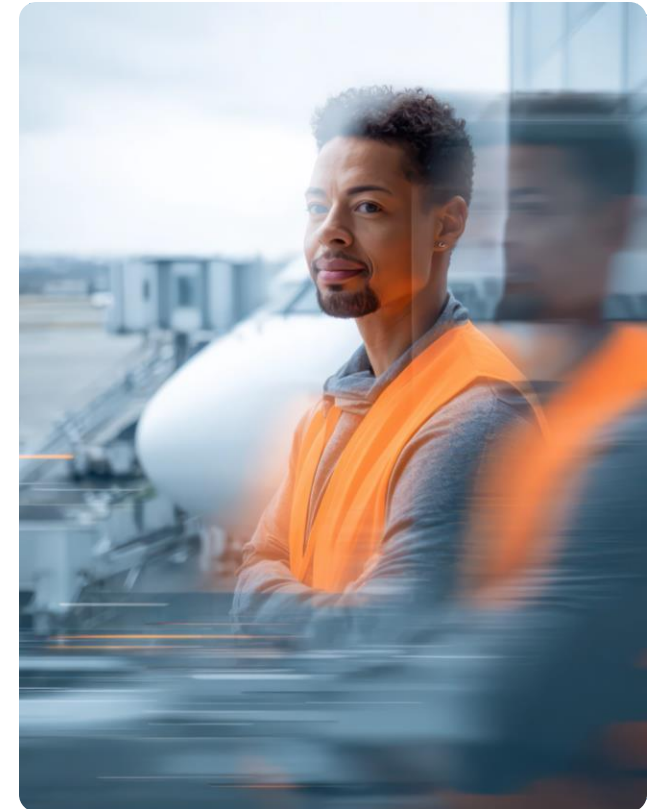


# When Icebergs Improve...



# Psychosocial Safety and Impact on Teams

- Communication breakdowns
- Leadership issues
- Workload & burnout
- Interpersonal conflict
- Lack of purpose
- Recognition & fairness gaps
- Remote/hybrid challenges
- Lack of autonomy & growth



*Developing empathetic leadership and psychological safety leads to productive and healthy teams*



# Psychological Safety

- Members respectfully disagree when sharing ideas for feedback
- Different views and communication styles are respected
- We come up with creative solutions as a team
- Team members usually ask each other for help and support
- Team members often take calculated risks to try out new ideas
- Everyone participates and shares opinions
- Mistakes aren't a big deal. We learn from them and move on



# Psychological Safety is Critical for Performance

## Psych Safety linked to:

- Retention
- Innovation
- Risk taking
- Avoiding business failures
- Motivation
- Engagement
- Lowering stress & burnout



# Organizational Spotlight


- Connection to Meaning & Purpose
- Clear Performance Expectations
- “Grind Culture” is not rewarded



# Resilience and Leave

# How Much Does Leave Actually Cost?

Some sobering stats

**300%** 

Mental health leave  
has increased 300%  
since 2020

**30%** 

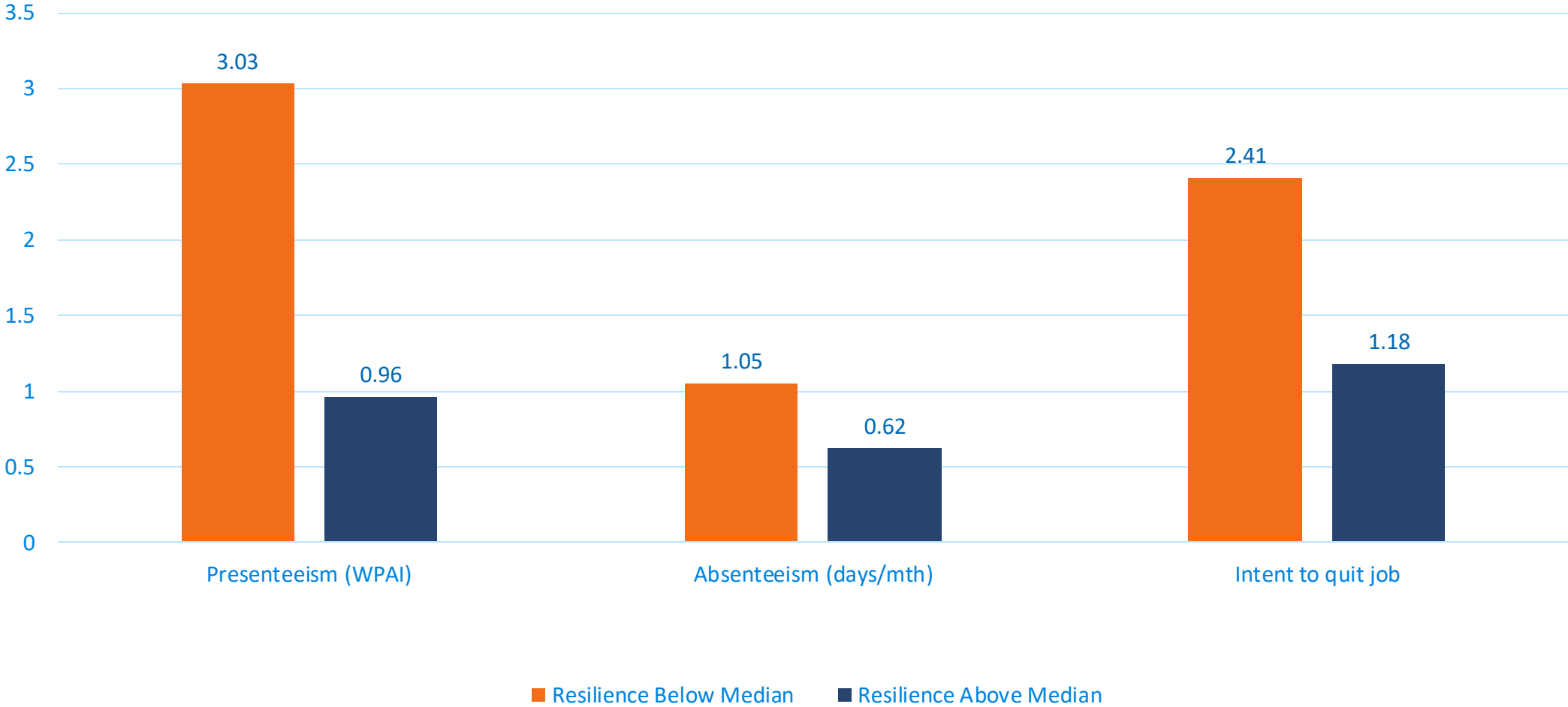
Mental health leave  
increased 30% from  
2022-2023

**12 Billion** 

Working days/year  
lost to depression and  
anxiety

SOURCE: CNBC, September 10 2025,, Compsych, meQ study of 3,000

# Impact of Resilience on Leave Factors



## Fortune 500 Insurance Company



- Resilience Increased by **31%**
- **25%** Reduction in Leave
- Leave Durations reduced by **13%**



- Work Life Balance Increased by **42%**
- Results spanned mental health and non mental health occurrences



# CONTACT INFORMATION



**CALL**  
m. 720.514.1864



**EMAIL**  
jennifer.limon@meQuilibrium.com



**VISIT**  
meQ.com



**Jennifer Limon**

SVP, Solution Strategy and Alliances

**meQ**