GroupSolver × Deloitte.

Understanding & Addressing Leader Burnout

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Hello!

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GroupSolver

The Survey Platform With a Brain.

- Process natural language answers

  No more manual text coding. Open-ended questions are answered unaided, but our algorithm quickly validates the most important answers.

- Build rich quantified data

  Our process builds rich quantified data sets of natural language answers and quantifies relationships among them, so they can be further used in traditional quantitative analyses.

- **Uncover trends**

  GroupSolver® clients are empowered to uncover trends, identify personas, and develop customer stories with richer data than is possible from traditional surveys.

Pixel
INSIGHTS

Meet Deloitte’s in- house proprietary asset for next-gen primary research

Pixel Insights combines crowdsourcing and gig with AI and analytics to create a next generation research experience. We’ve curated a portfolio of 3rd party research vendor tools that allow you to identify, engage and understand the voice of the consumer, expert or employee through traditional and innovative methods.

Meet Deloitte Pixel Insights

- Premiere **partnerships**

  Pixel boasts a portfolio of 12+ vendors curated by design to leverage the best offerings in the primary research marketplace across diverse use cases.

- Expansive experience

  Pixel has executed 200+ research projects and counting, driving next-level insights for clients. Each project is managed by one of Pixel’s experienced research advisors to support seamless execution end-to-end

- Personalized plan

  Pixel crafts a comprehensive research approach for each unique client to stretch your budget and deliver on desire outcomes.

- 100% virtual

  Pixel’s solutions are completely virtual, interacting with audiences in any geography, at any time.

- **Ideas to insights faster than ever**

  Deloitte Pixel enables project teams to go from idea to insights in as quick as 3 days. Our average research project lasts 7-10 days, compared to 4+ week turnarounds through traditional research avenues.

The Client’s needs

Deloitte's client is a **multinational corporation** with business in over 150 countries. They came to Deloitte after they **suspected issues of burnout** among senior leaders and wanted to investigate the cause.

1. **Allow company leaders to express burnout concerns in confidence**
2. **Understand the root cause of burnout from employees themselves**
3. **Create actionable solutions to mitigate burnout**

Study Design

2000 respondents across various industries, regions, and sectors

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Utilized scales for leaders to indicate the severity of their burnout

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AI Open-End allowed leaders to share why they do or do not feel burnt out

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Deloitte utilized GroupSolver platform to quickly conduct the research for their client

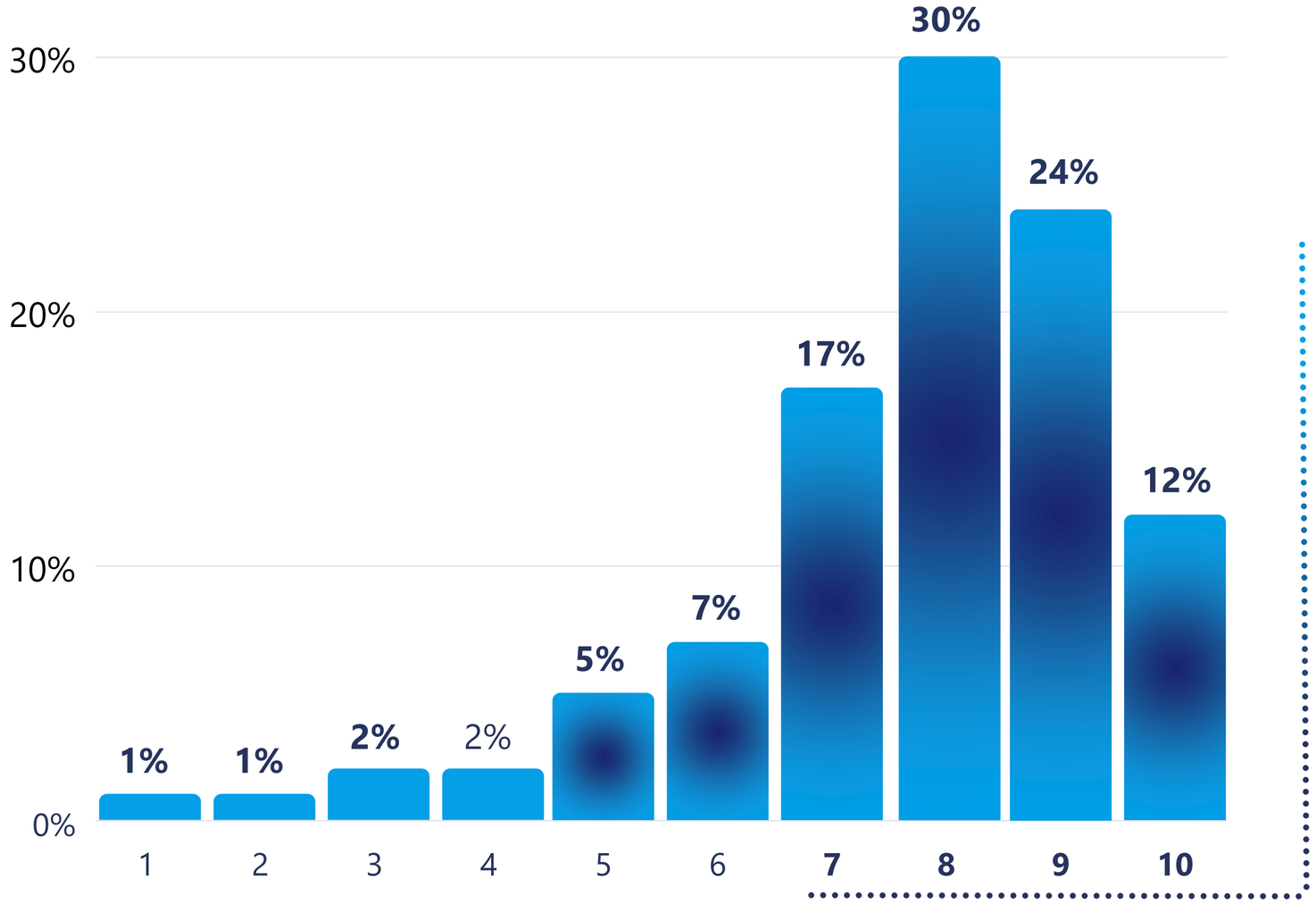
Results & Actions Taken

Deloitte found that their client's leaders had a **high level of burnout**, especially due to **project overload**

GroupSolver's platform revealed that leaders within different industries felt burnout for distinct reasons such as lack of resources or time.

With suggestions provided directly from the leaders, Deloitte was able to develop **effective recommendations** for the company to mitigate burnout

On a scale of 1-10 (10 being very high burnout) how would you rate your current burnout level?



83%

Of respondents rated their burnout as **HIGH** (7-10)

Average points allocated out of 100 to indicate root causes' relative impact on respondent burnout

Project workload was ranked the top driver of burnout

IdeaCloud™

Can you elaborate on why **project workload** is contributing to your burnout?

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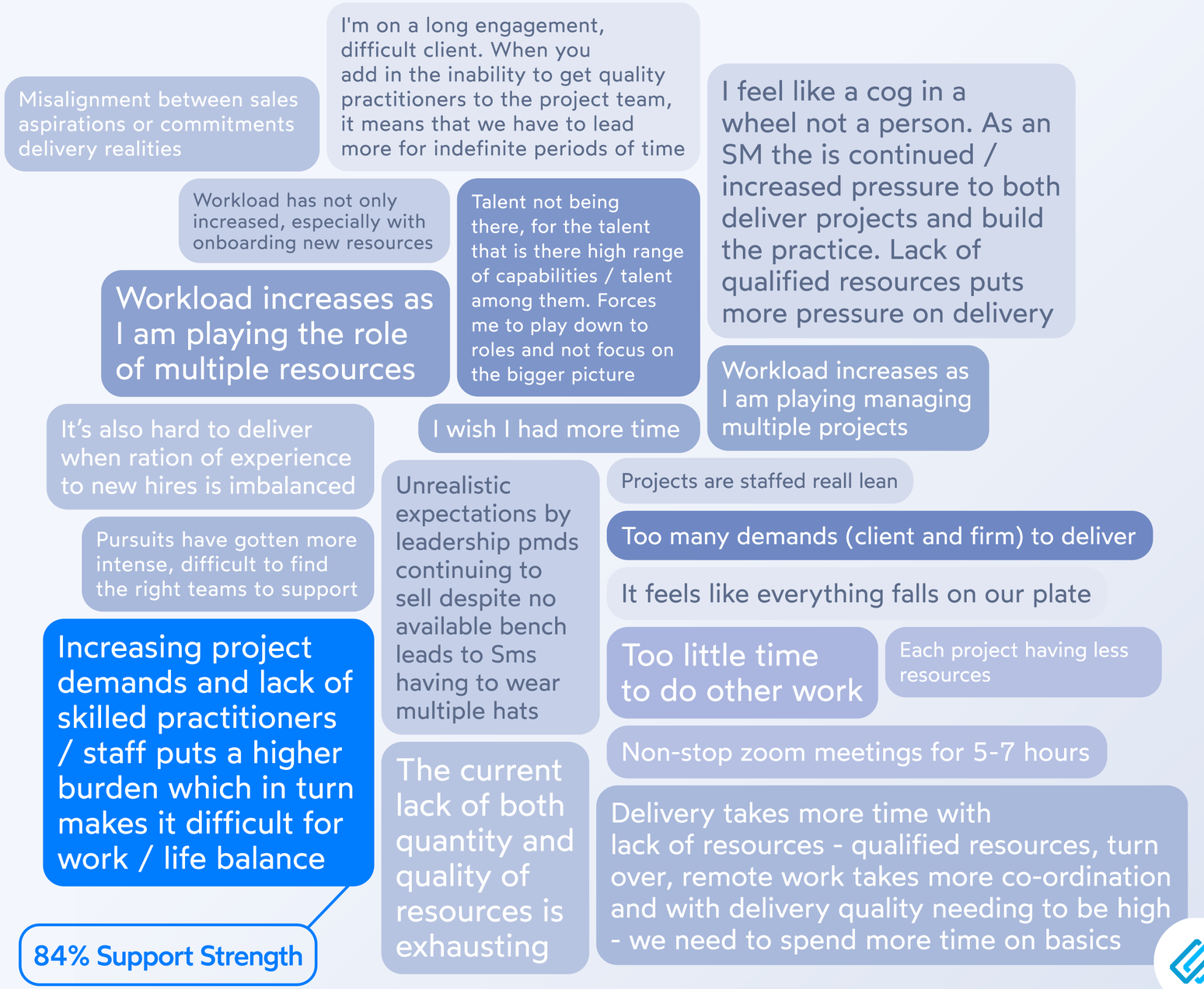

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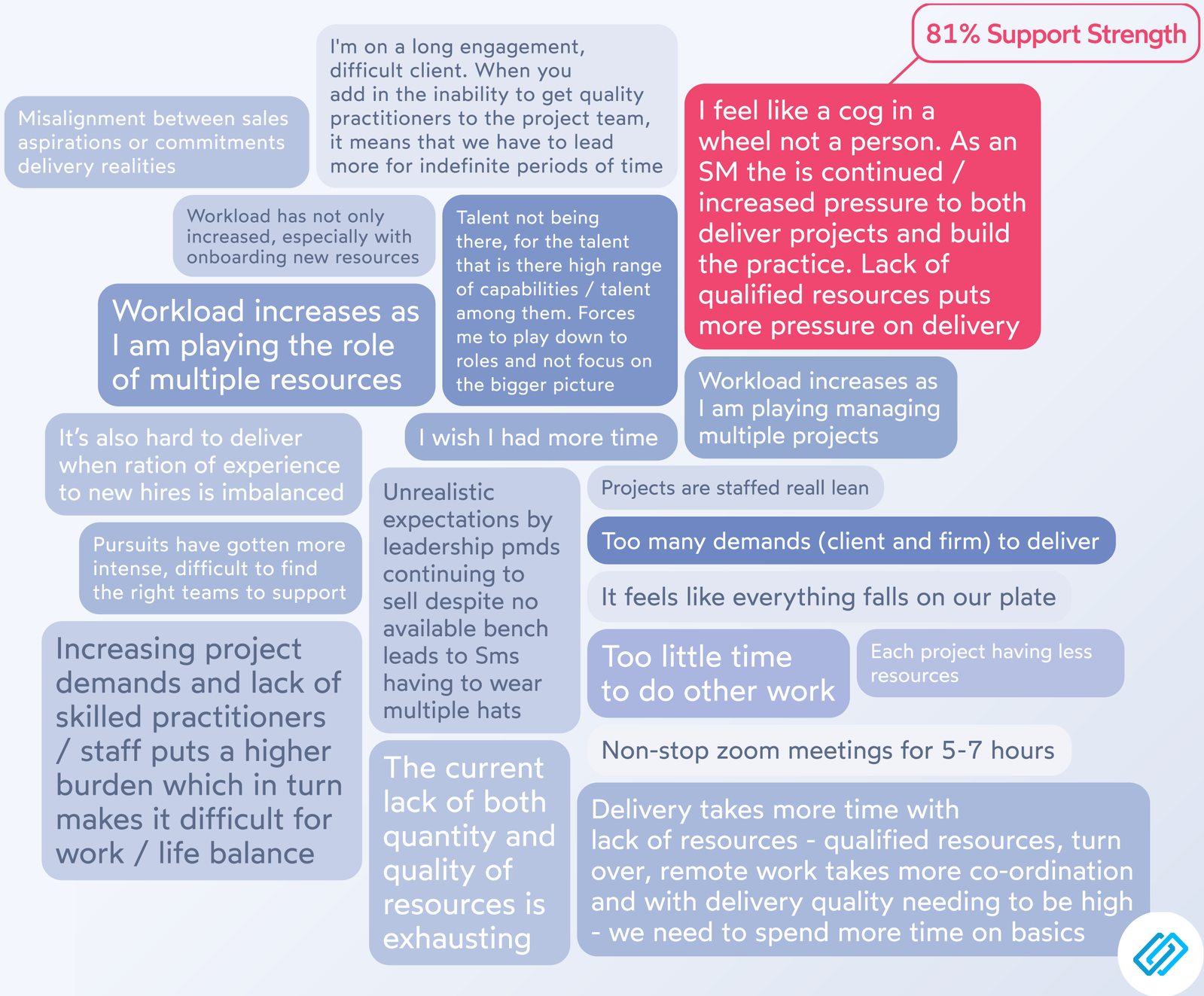
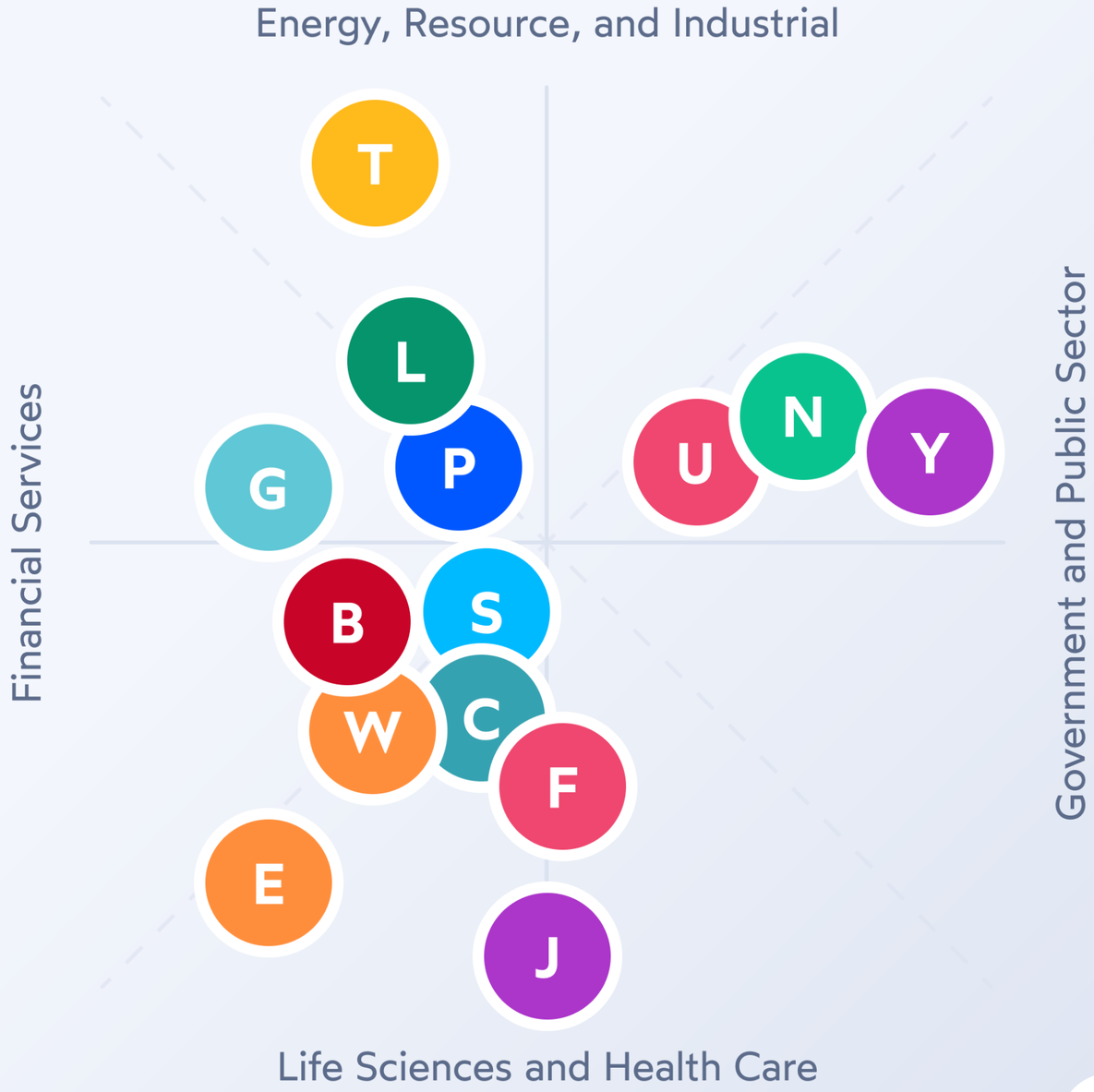


IntelliSegment™

Can you elaborate on why **project workload** is contributing to your burnout?

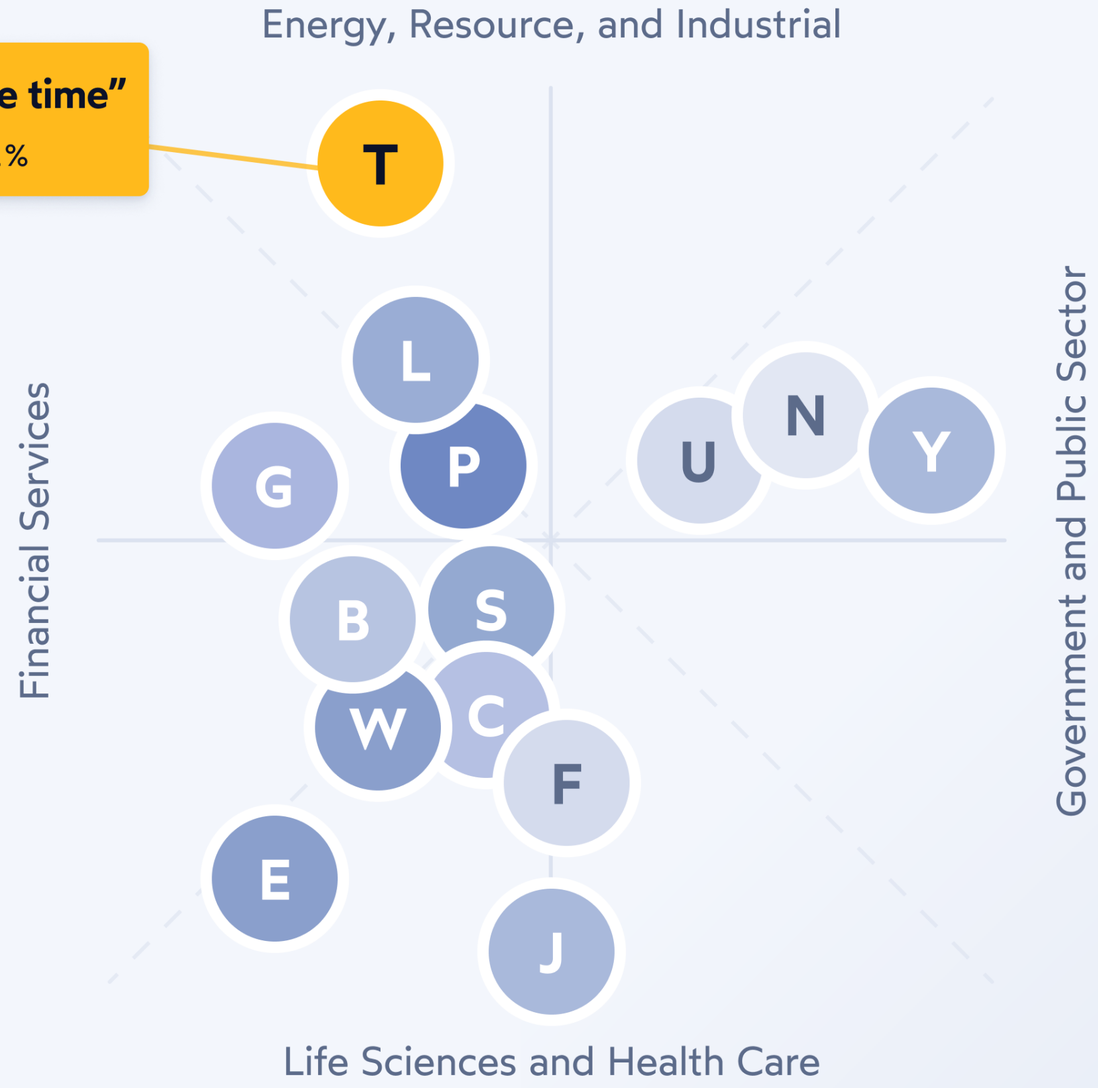
Across 4 industries



Reasons for burnout across 4 industries

T : ”I wish I had more time”

Total support strength: 71%



IntelliSegment™

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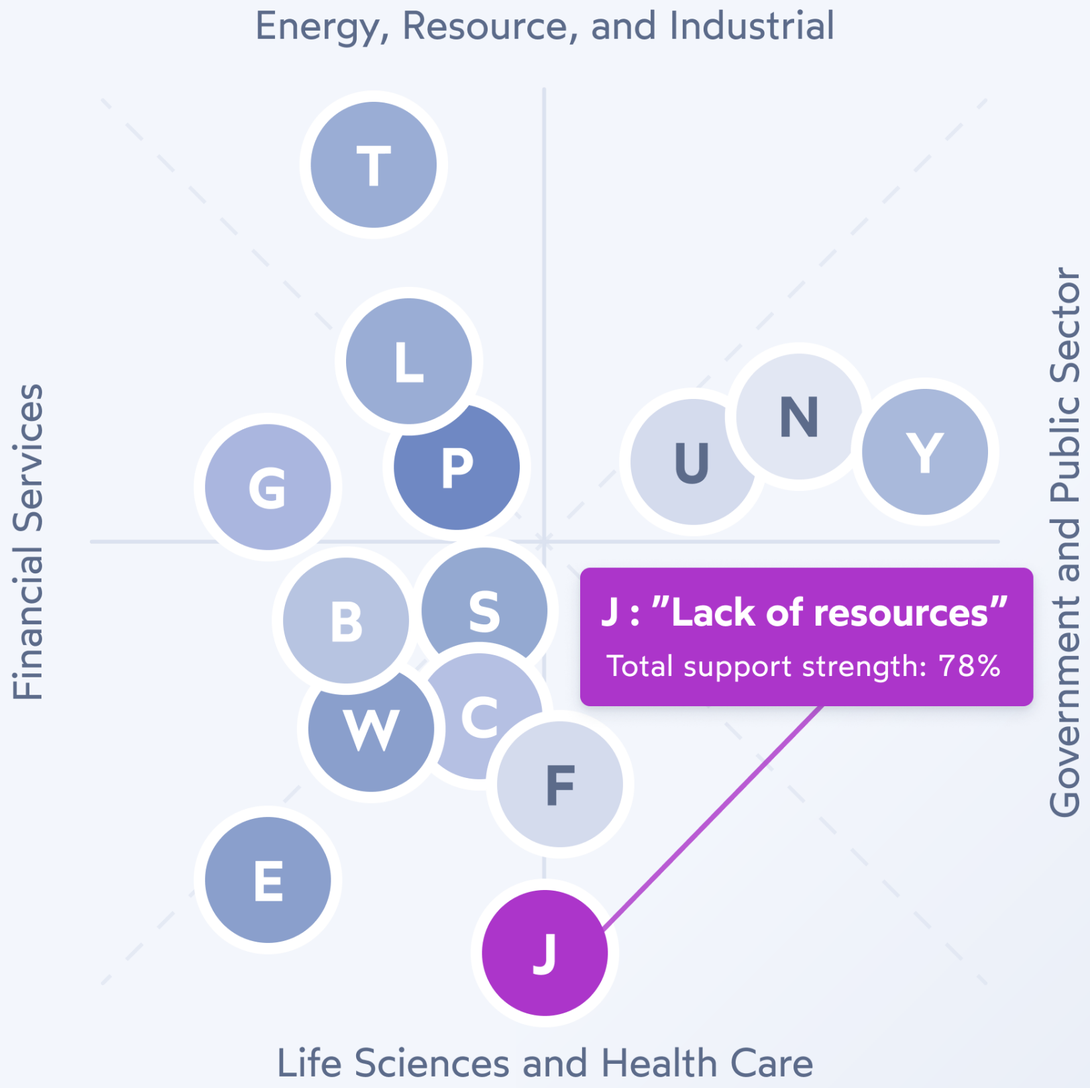

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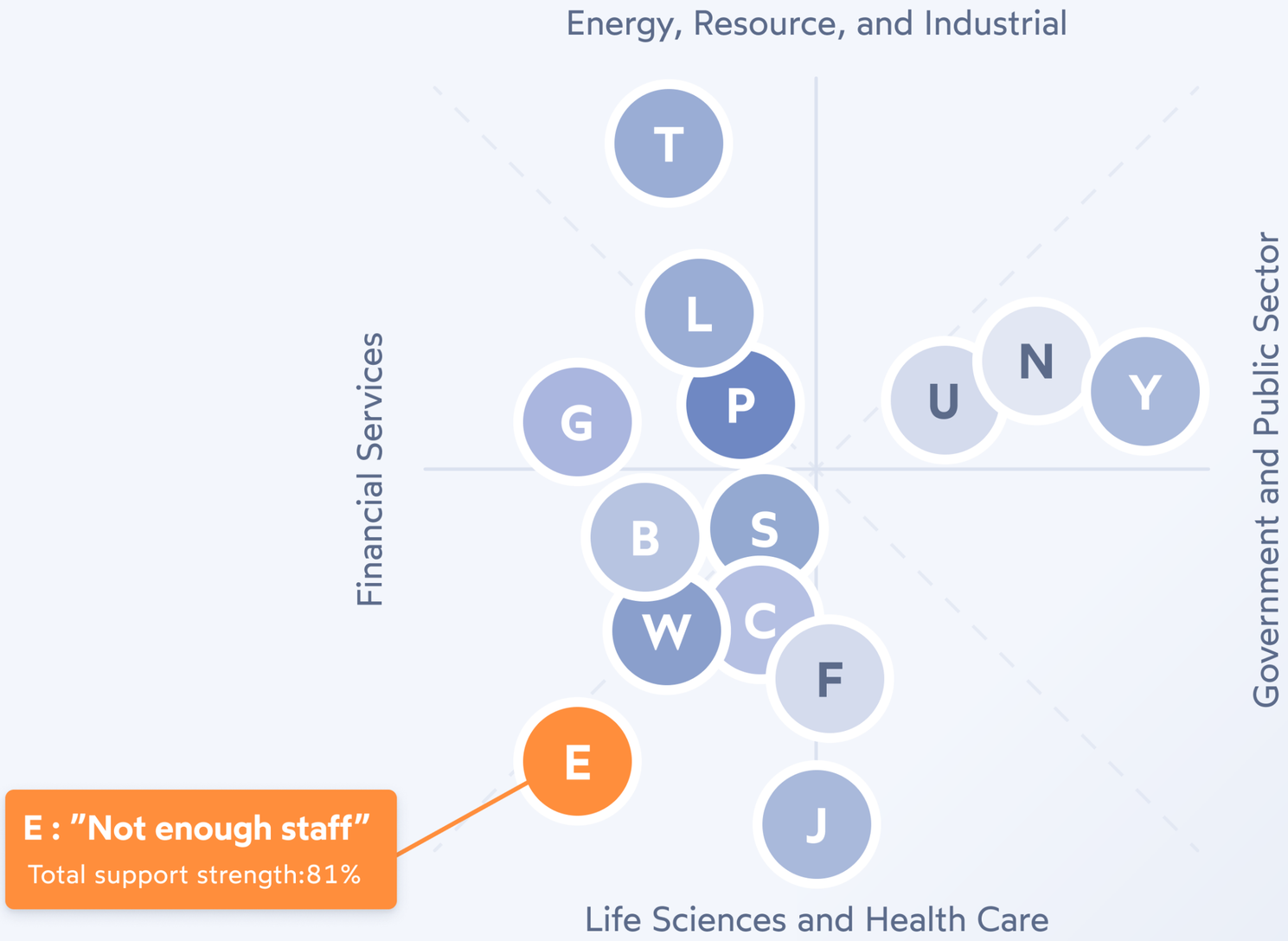

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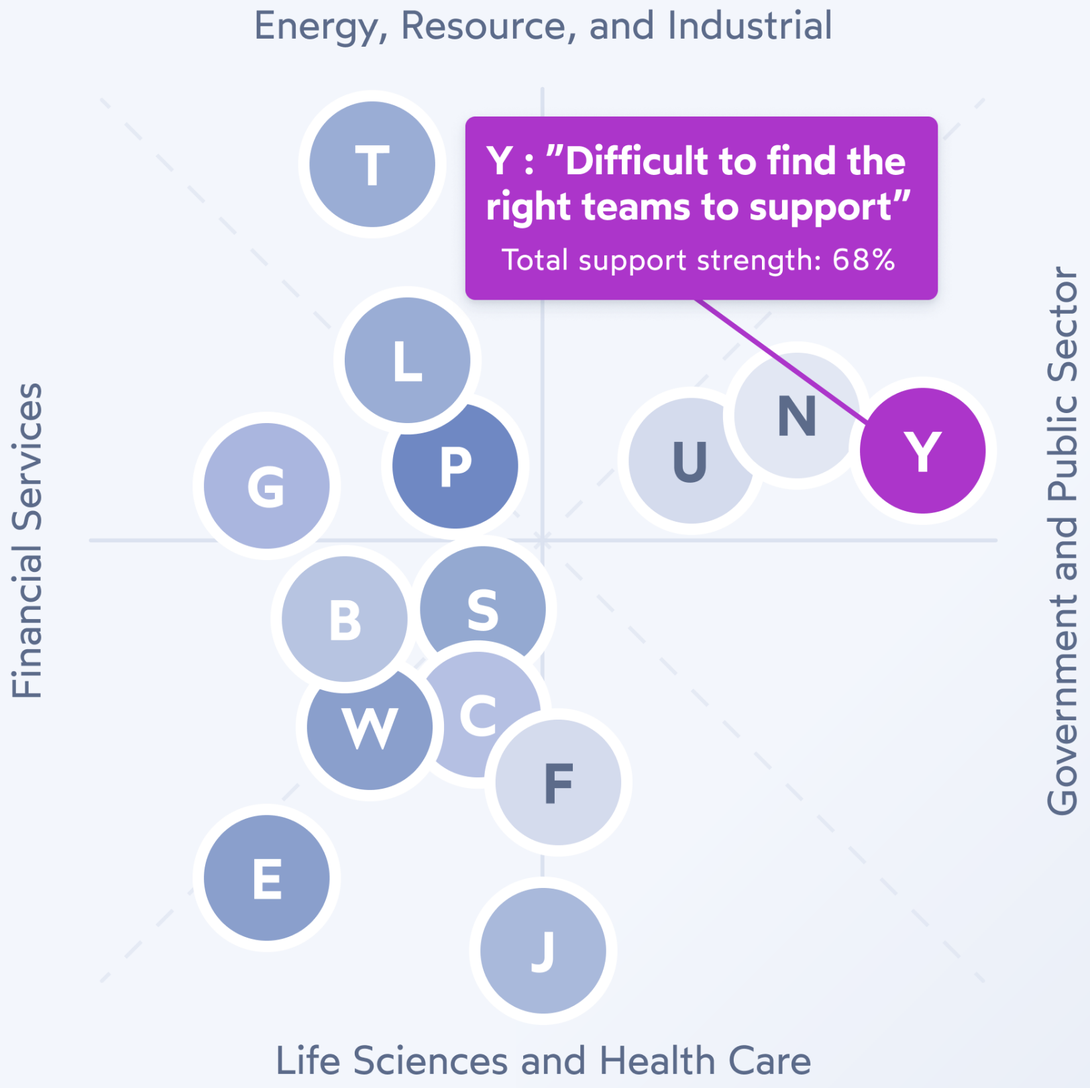

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Do you have any **initial suggestions** for what you would change or add to your current experience relative to burnout?

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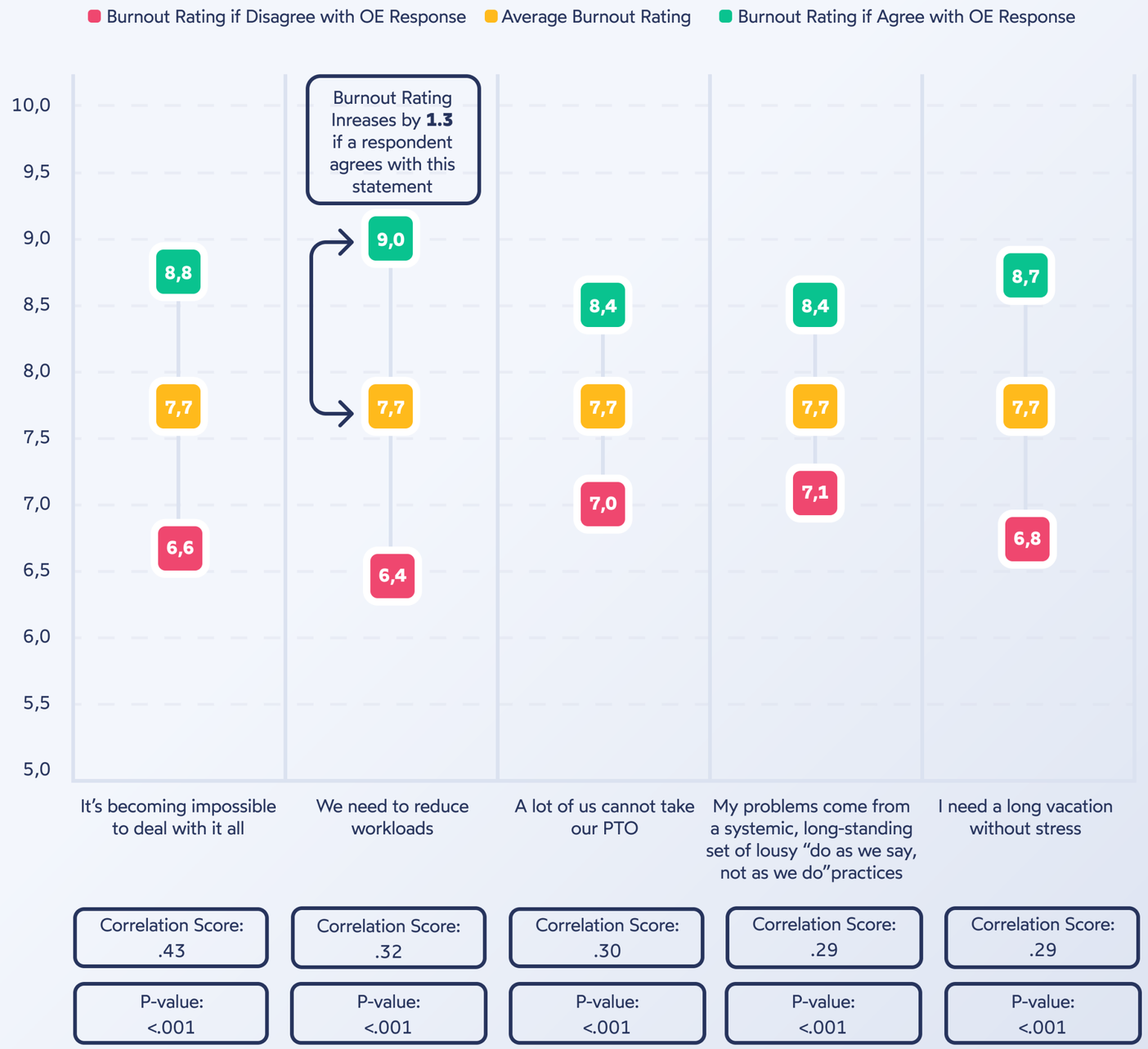
QuantQual™

Quant: On a scale of 1-10 (10 being very high burnout), how would you rate your current burnout level?

Qual: Do you have any **initial suggestions** for what you would change or add to your current experience relative to burnout?



Deloitte Feedback

- Participants felt heard and were thankful for the opportunity to provide feedback on a sensitive topic in an engaging way.

- The client team was supported by GroupSolver throughout the entirety of their project. From scoping, to training, and throughout analysis, there was never a question that went unanswered.

- Based on the feedback received, the client has gone under a Talent Experience approach, overall looking at all aspects of the experience from compensation, benefits, work-life balance, DE&I, and more.

GroupSolver × Deloitte.

Thank you!

See you at Booth 513

Give us feedback

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