

# Mental Health Impact at Deloitte

By Sanjitha Bhaskar,  
Hudson Geistfeld, Gavin  
Wentzel and Michael Dua

The Deloitte logo is displayed in white text on a black rectangular background. The word "Deloitte" is in a bold, sans-serif font, followed by a green dot.

# Deloitte's Dataset

- Deloitte is one of the largest accounting firms in the country
- Dataset contains 5,000+ points
- How do employees feel?
- Should scale merit more mental health emphasis?



# Our Company Focus

01

## Company and Industry Outlook

Who is Deloitte, and how does mental health vary across services/regions?

02

## Hours Worked and Burnout

Does amount of hours worked per week affect burnout?

03

## Isolation

How do different locations impact mood?

04

## Sleep

How do employees fare off the clock?



# Global Overview

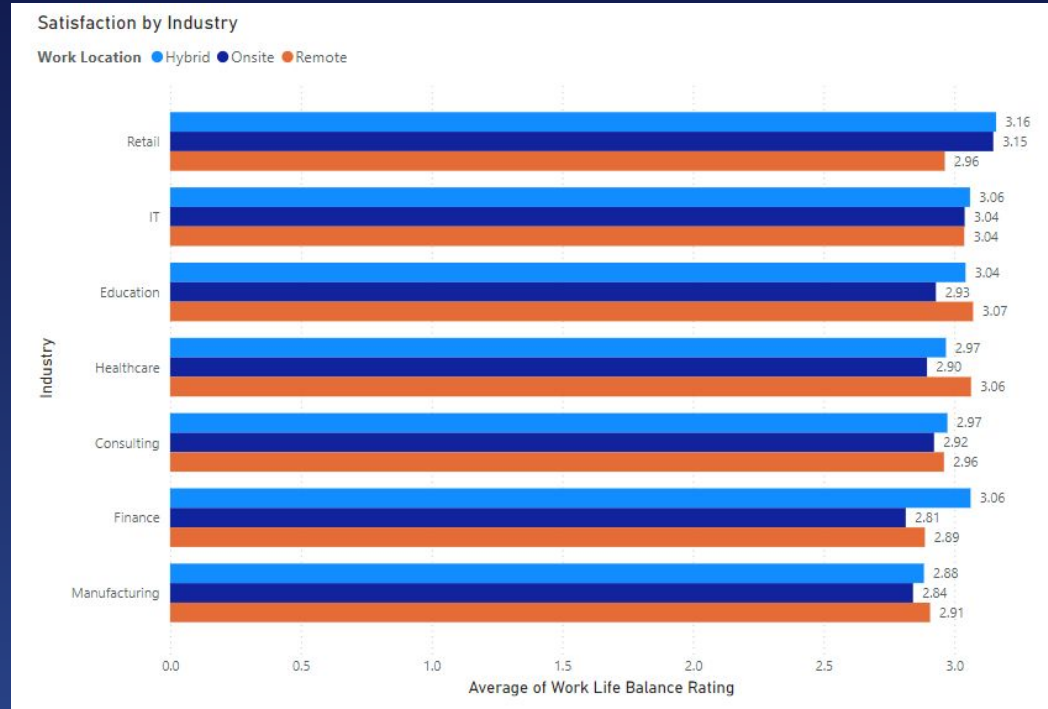
- Deloitte has offices all over the world
- North America expected to have most backing
- There is little differences across regions
- This metric doesn't tell us much

Regional Mental Health Support

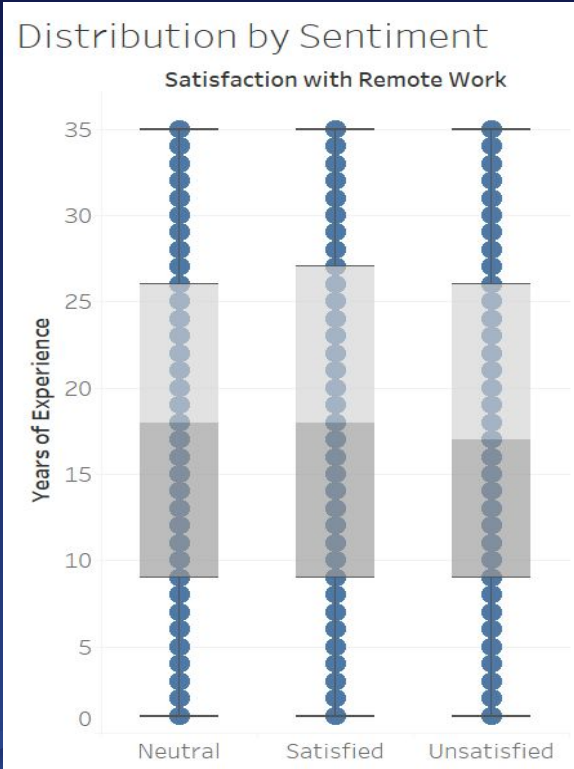


# Segmenting by Industry

- Mental health services are on the rise.
- With offices globally with various services, what is the general sentiment?
- Is industry relevant for a remote work option.

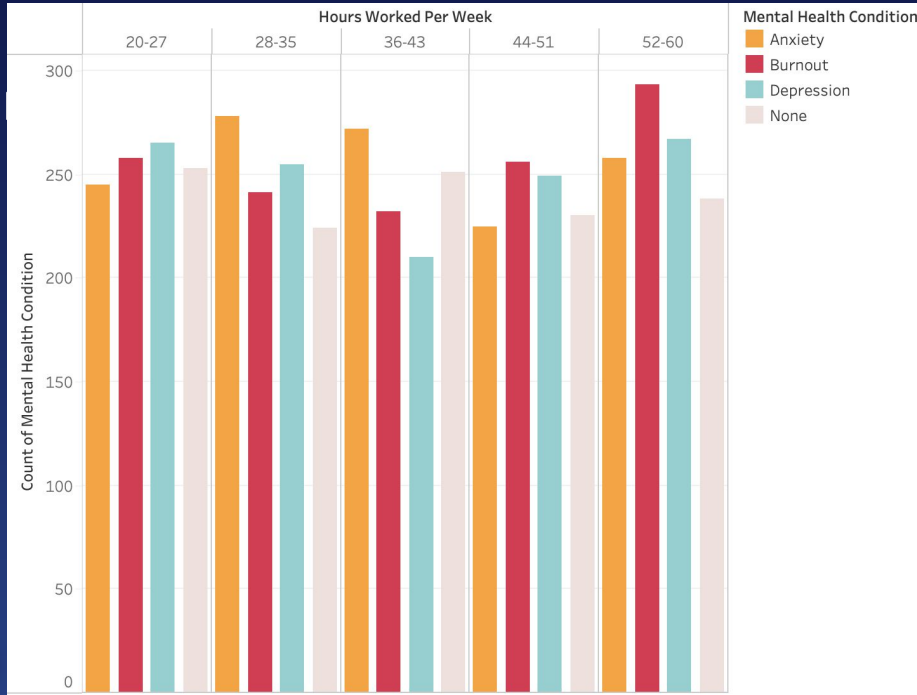


# Does Experience Play a Role?



- Global employees range greatly in experience.
- Distributions don't seem to vary significantly.
- Does age/experience show a trend?

# Working Hours and Burnout



- Levels of burnout are very high among the group working 52-60 hours per week
- The group working 36-43 hours per week reported lower levels of burnout compared to other groups

# Working Hours and Stress



- The group working the longest hours have a significant levels of employees reporting high stress
- The groups working between 28-43 hours have a larger proportion of employees dealing with lower stress levels



# Work Location and Stress

Stress Level	Work Location		
	Onsite	Hybrid	Remote
High	535	561	590
Medium	547	545	577
Low	555	543	547

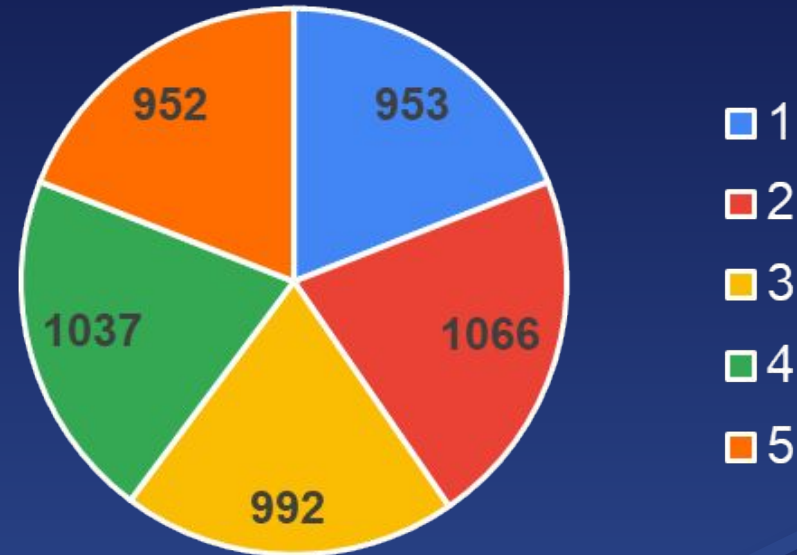
- Onsite workers report significantly lower stress levels compared to hybrid and remote workers
- Remote workers particularly show a higher incidence of stress levels

# Social Isolation Rating (SIR)

SIR is the degree an individual feels they are isolated from society

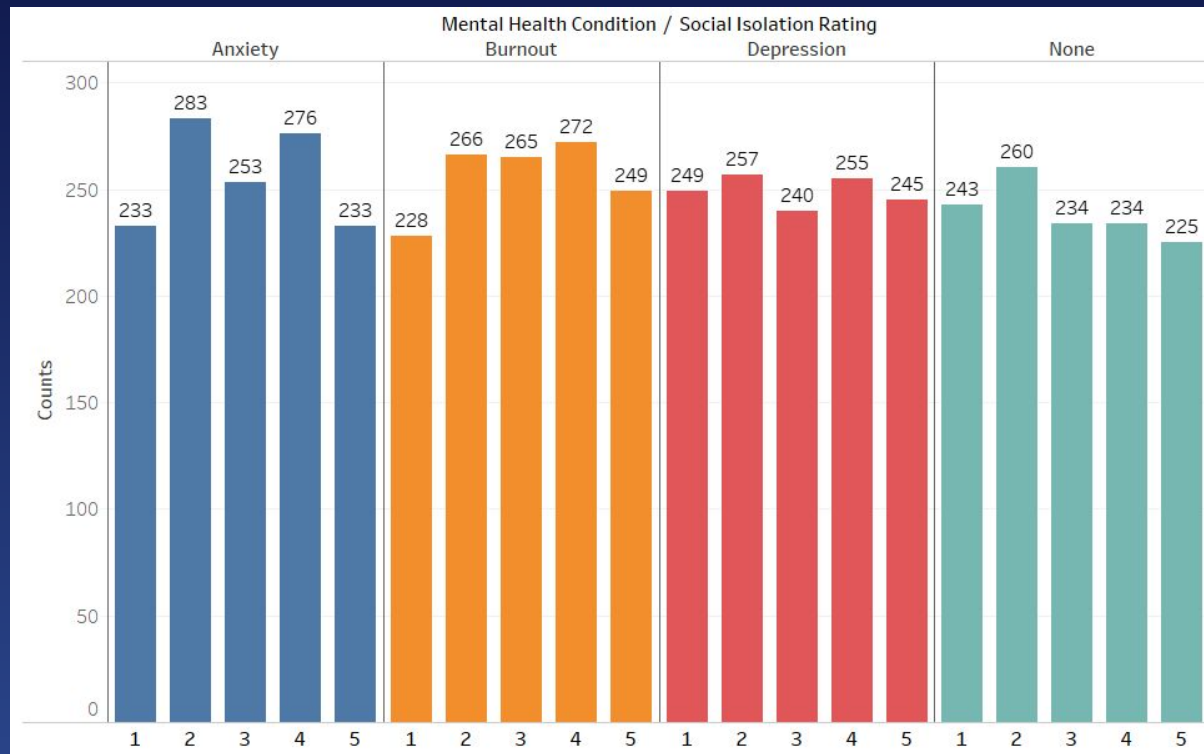
- 1 - highly connected and socially active individual
- 5 - few contacts and feels separated from the social environment

SIR Counts



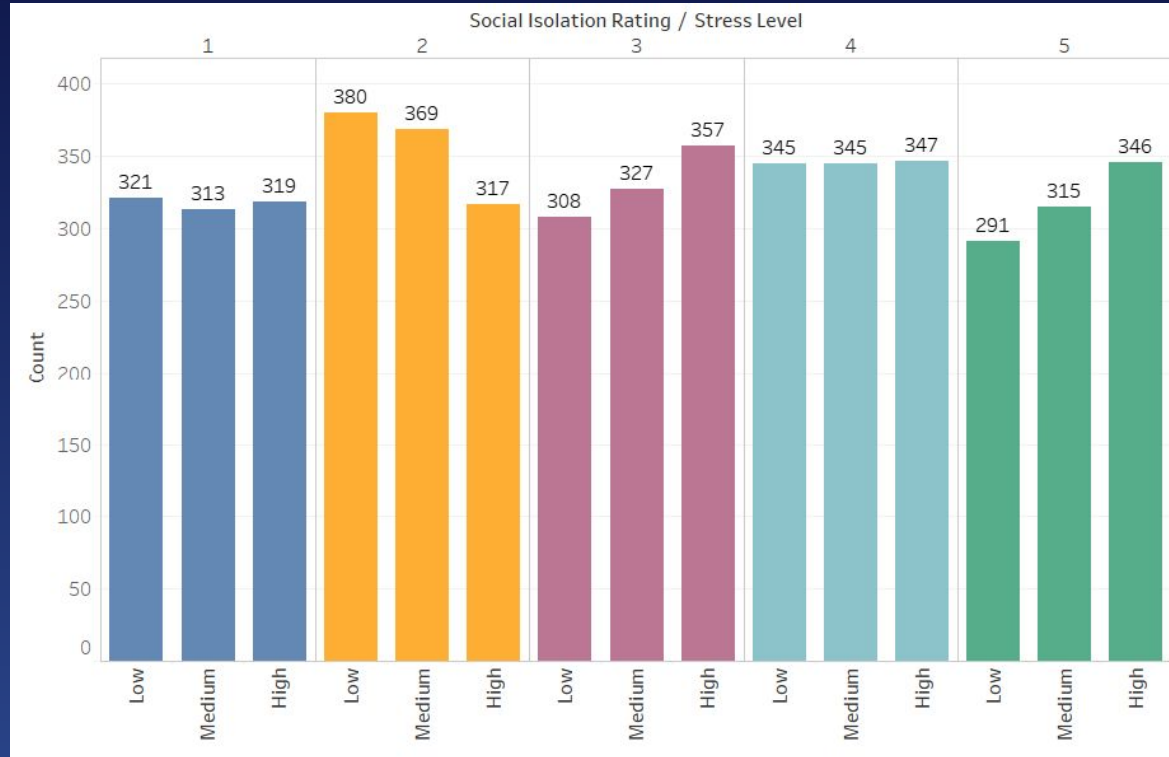
# SIR and Mental Health Condition

	Social Isolation Rating				
	1	2	3	4	5
Anxiety	233	283	253	276	233
Burnout	228	266	265	272	249
Depression	249	257	240	255	245
None	243	260	234	234	225



# SIR and Stress Levels

Stress Level	Social Isolation Rating				
	1	2	3	4	5
Low	321	380	308	345	291
Medium	313	369	327	345	315
High	319	317	357	347	346



## Difference in Number of Workers with Poor Sleep and Depression when switching to Remote

Work Location	Age (group)			
	22-29	30-39	40-49	50-60
Onsite				
Hybrid	3.45%	-4.88%	-7.69%	2.86%
Remote	-30.00%	0.00%	-2.78%	22.22%

% Difference in Number of Workers



# Workers experiencing Poor Sleep and Depression by Work Location Type

Work Location

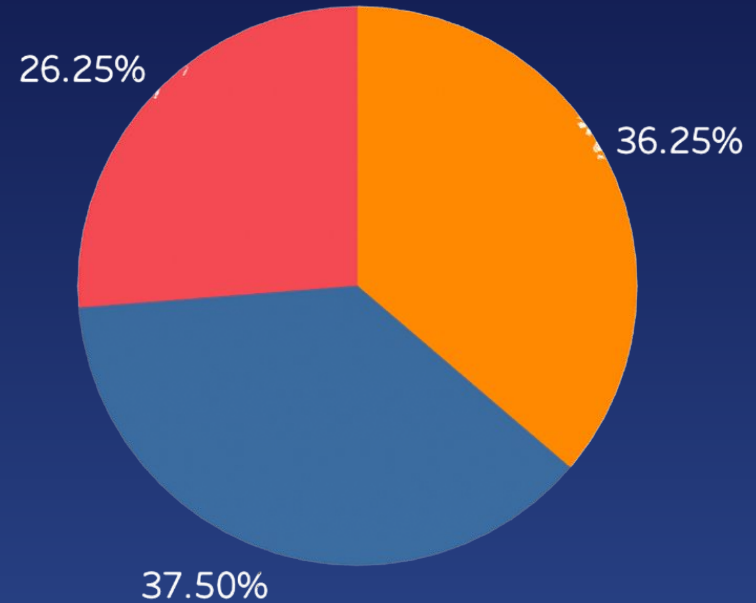
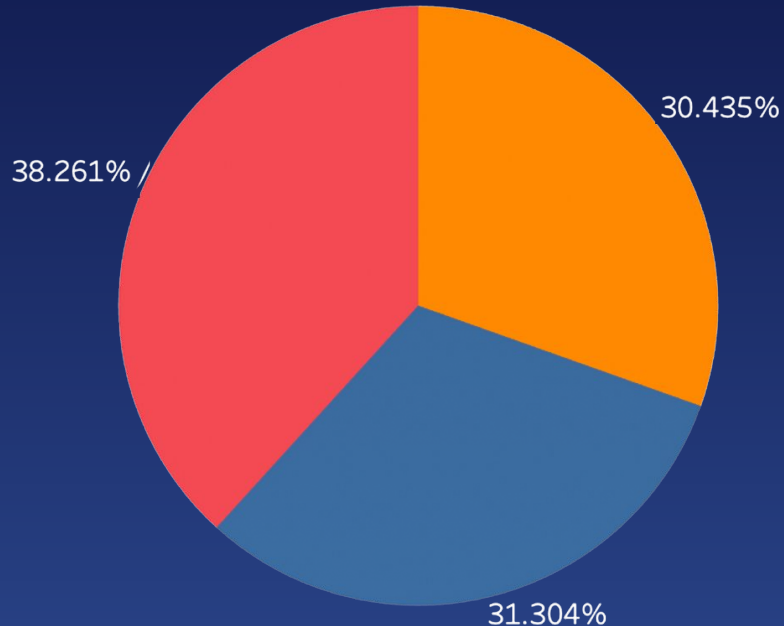
Onsite

Hybrid

Remote

50-60

22-29



# Key Takeaways

- Qualitative nature of data limits analysis.
- Experience or sector have little significance.
- Moderate working hours around 40 hours a week are linked to lower levels of stress and burnout
- SIR has a far greater impact on stress levels than on mental health conditions
- 50-60 experience the biggest increase in Poor Sleep and Depression when switching to remote work

# Suggestions

- Cater mental health services towards younger workers
- Keep offices open for older employees and increase remote options for younger workers
- Better management of employee hours to prevent burnout.