

Mental Health Impact at Deloitte

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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

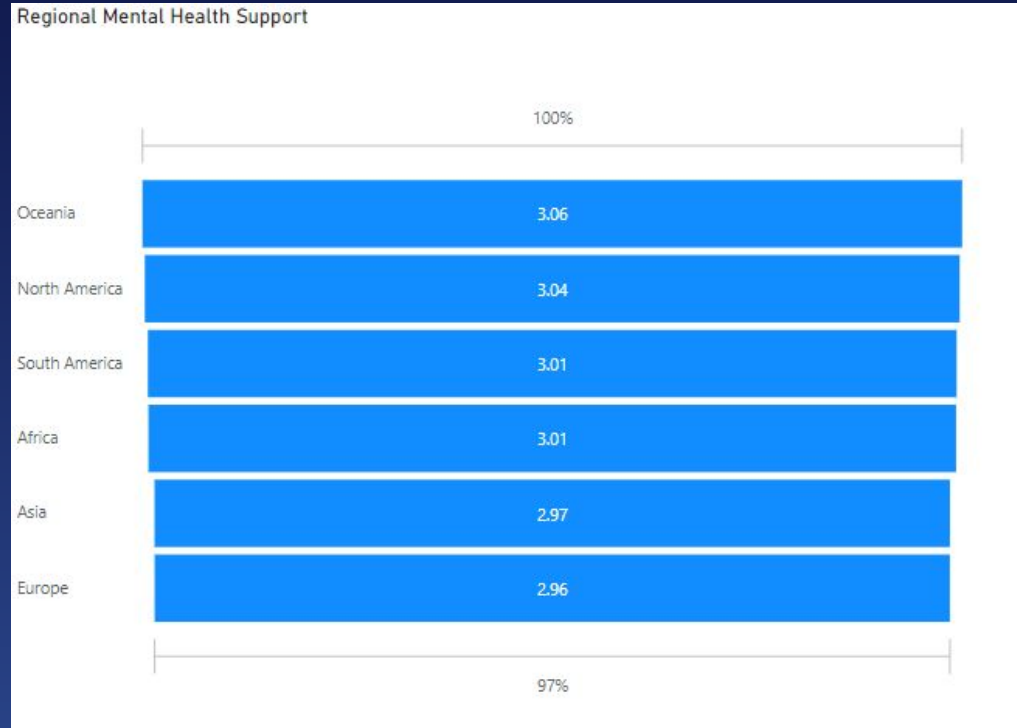
Sleep

How do employees fare off the clock?



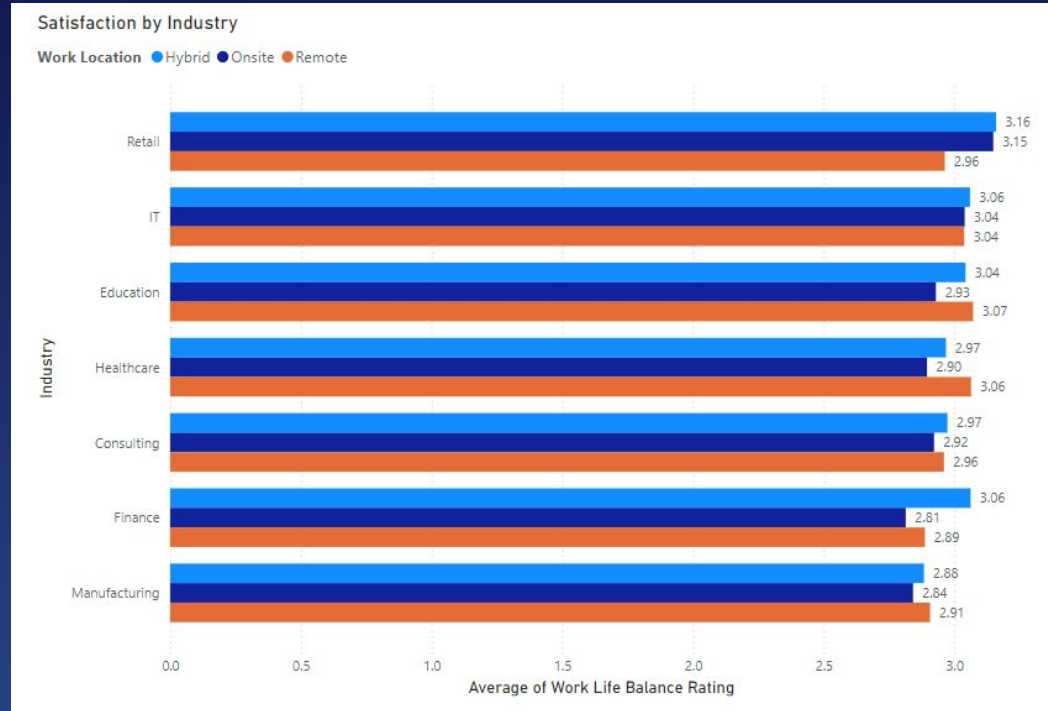
Global Overview

- 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

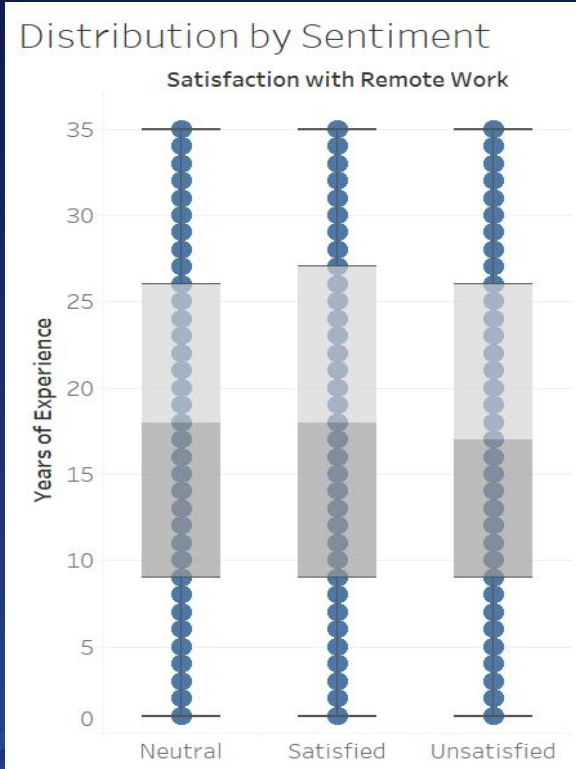


Segmenting by Industry

- 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.

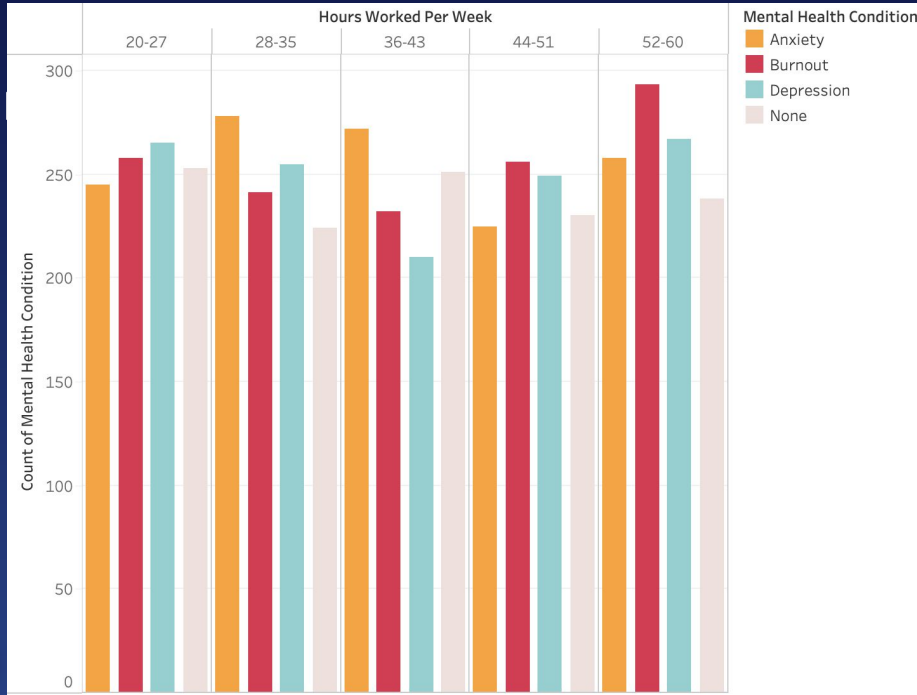


Does Experience Play a Role?



- 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

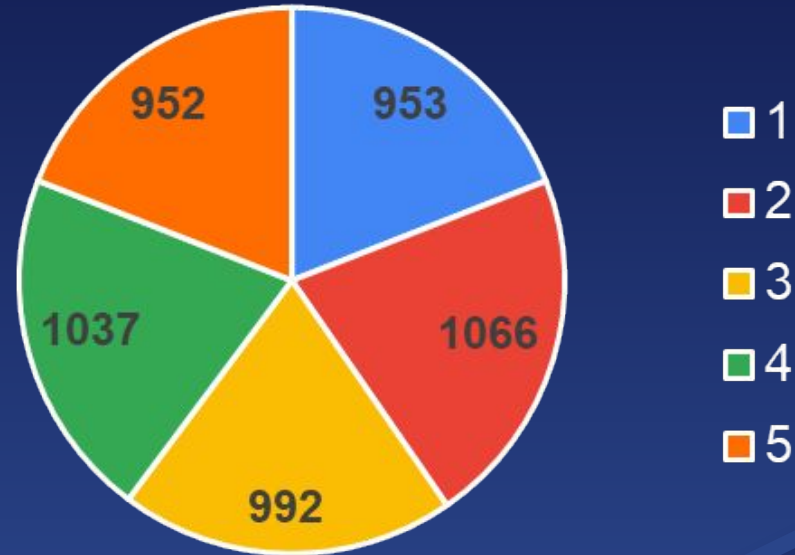
- Onsite workers report significantly lower stress levels compared to hybrid and remote workers
- Remote workers particularly show a higher incidence of stress levels

Social Isolation Rating (SIR)

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

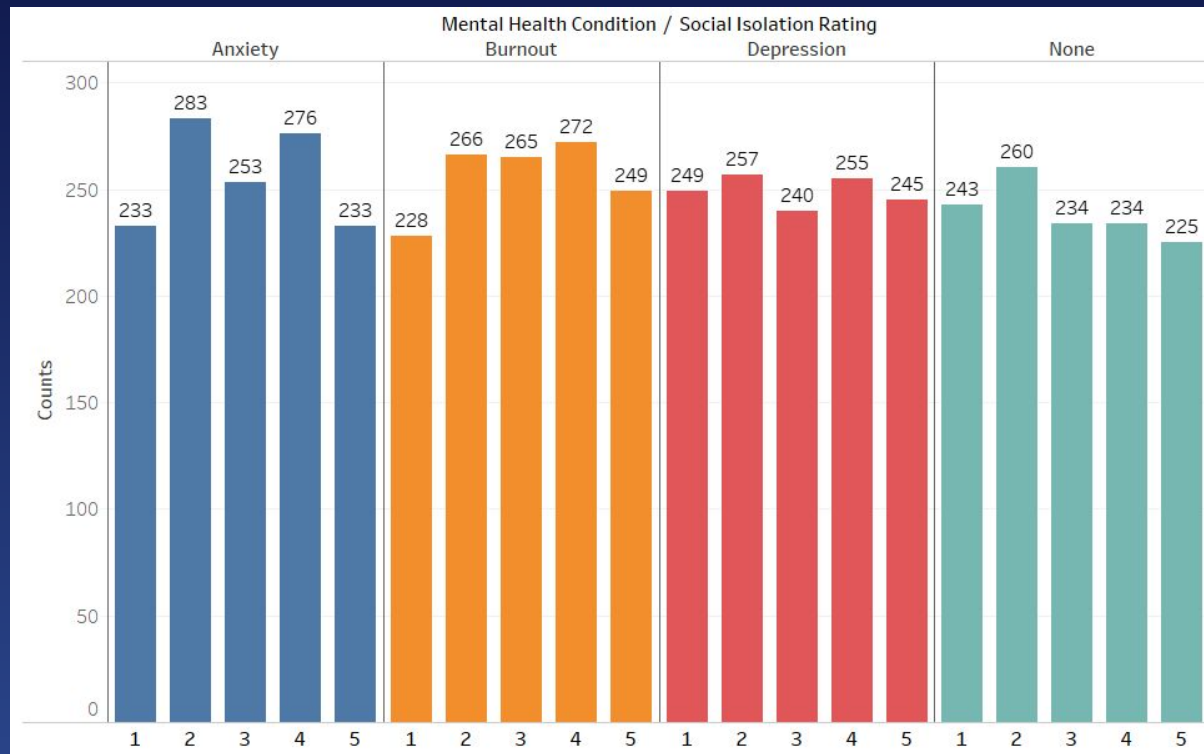
- 1 - highly connected and socially active individual
- 5 - few contacts and feels separated from the social environment

SIR Counts



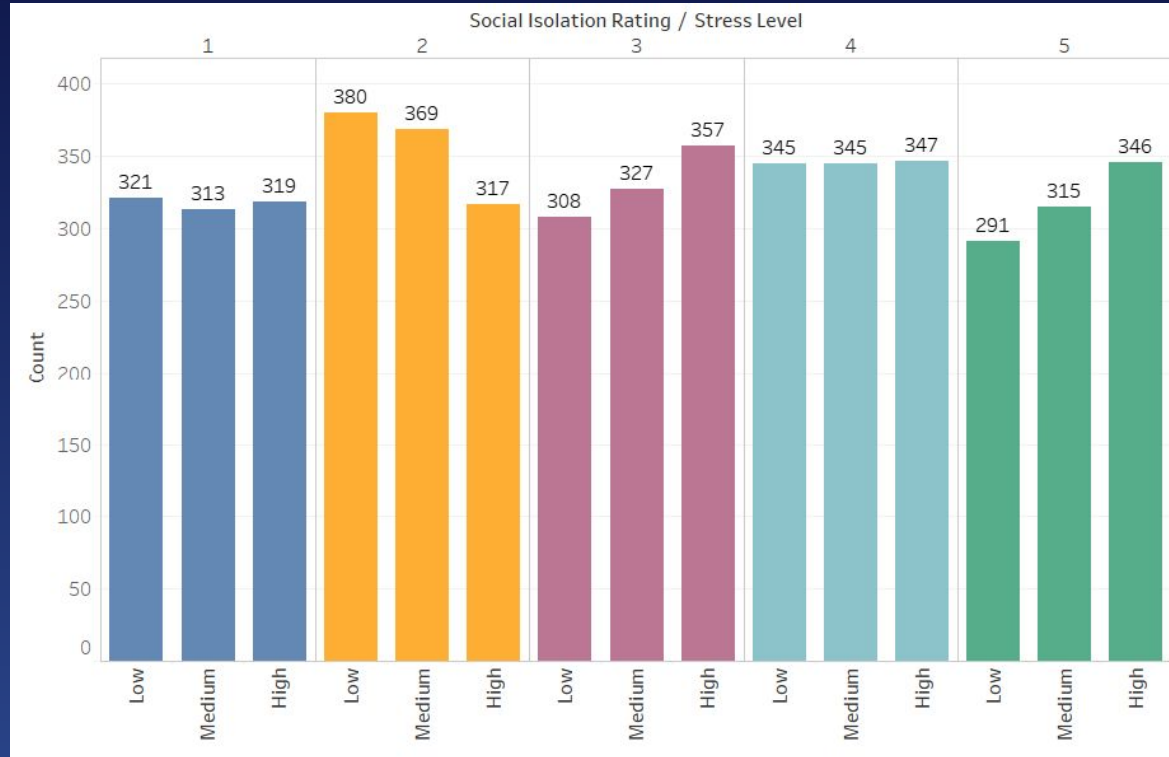
SIR and Mental Health Condition

	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

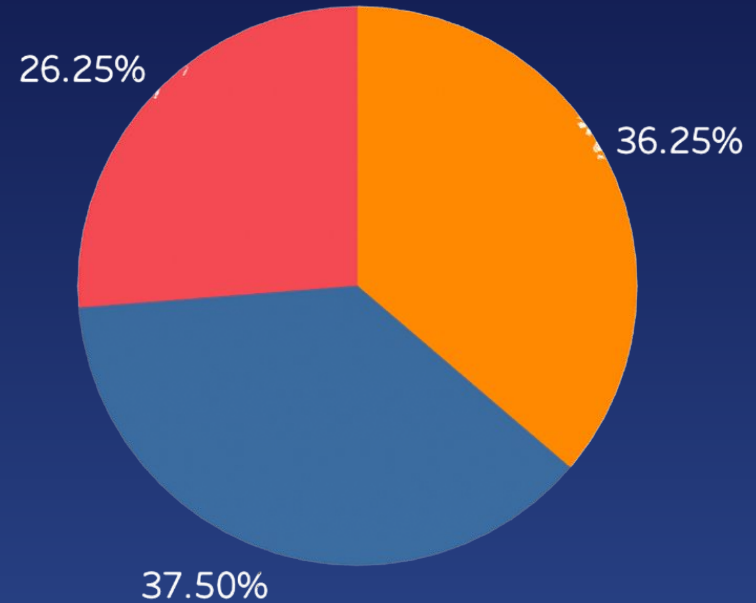
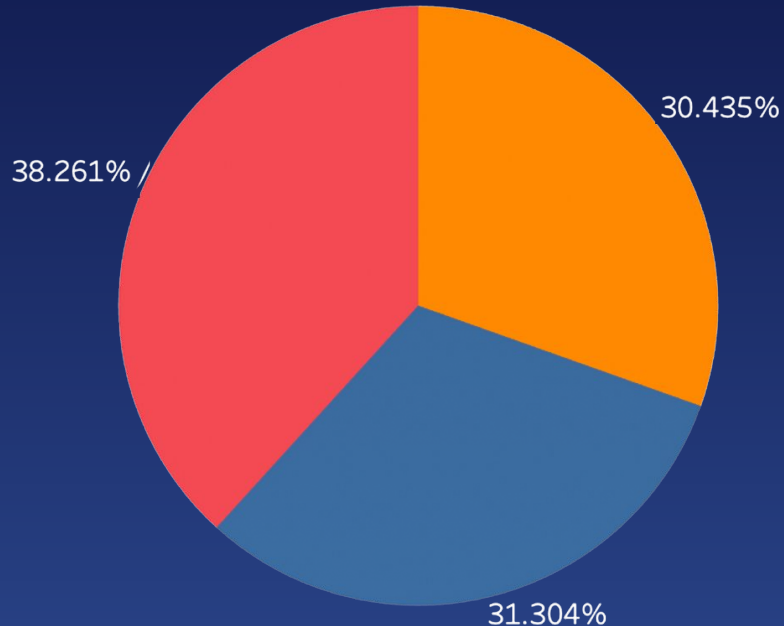
Onsite

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.