

THE BUSINESS IMPACTS OF Toxic vs. Healthy Work Environments



81,396 hours
of life is spent working

The only thing we spend more time doing is sleeping.



Creating a healthy work environment requires effort and commitment from both employers and employees. Companies that prioritize employee well-being and invest in cultivating a positive workplace culture tend to reap the benefits of higher productivity, employee retention, and overall success.



Toxic Work Environment



Stress reached an all-time high with **44% of employees** experiencing stress.

Source: Gallup State of Global Workforce



Only **9% of employees** globally identify as thriving and engaged

Source: Gallup State of Global Workforce

 = **\$223 billion** ↓

1 in 5 Americans left a job due to toxic cultures causing

\$223 billion loss to companies

Source: American Society for Human Resources Report

\$7.8 trillion ↓ Low engagement **cost the global economy 7.8 trillion, 11% of GDP**

Source: Gallup State of Global Workforce

1:4 For every **\$1 spent** on treating common mental health concerns, there is a **ROI of \$4** in improved health and productivity.

Source: World Health Organization



Healthy Work Environment



67% of job seekers evaluate diversity practices before accepting a job.

Source: Glassdoor

↓ **20%**



85% ↑

Employees with highest level of engagement **perform 20% better** and are **87% less likely to leave** an organization

Source: Towers Perrin



21% ↑

Highly engaged businesses see **21% higher productivity**

Source: Gallup State of Global Workforce

Companies with diverse employees experience:



20%

higher rate of innovation



19%

higher revenues

Source: McKinsey's 2020 report