



PUBLIC POLL FINDINGS AND METHODOLOGY

One-quarter of employees plan to leave their organization post-pandemic

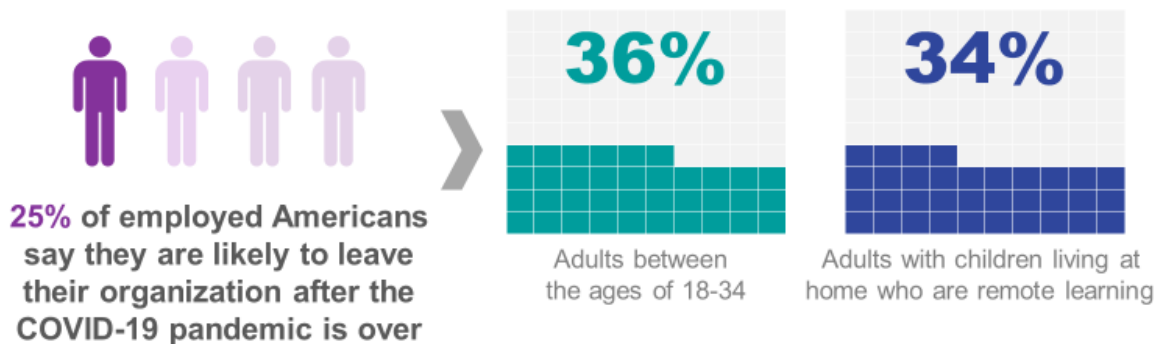
New Eagle Hill/Ipsos Poll finds that more than half report feeling burnout at work

Topline Findings

Washington, DC, February 17, 2021 — A new Eagle Hill Consulting/Ipsos poll finds that one in four U.S. employees say that they are likely to leave their current employer after the COVID-19 pandemic is over. This is particularly true for younger adults (36% of those aged 18-34) and those with children living at home who are remote learning (34%). A majority say that they are feeling burnout at work, with workload and lack of communication, feedback and support most likely to be cited as reasons for feeling this way.

A quarter of employed Americans say they are likely to leave their employer as the COVID-19 pandemic subsides

This jumps to more than a third when looking at young adults and parents who have children that are remote learning full or part time



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These are the findings from an Ipsos poll conducted November 12 - 16, 2020 on behalf of Eagle Hill Consulting. For the survey, a sample of 1,003 employed adults (full-time and part-time) ages 18 and over from the continental U.S., Alaska and Hawaii was interviewed online in English. The poll has a credibility interval of plus or minus 3.5 percentage points for all respondents.

For full results, please refer to the following annotated questionnaire:





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Full Annotated Questionnaire

Q. Are you feeling burnout at work?

	Total (N=1,003)
Yes (Net)	57%
Yes, due to circumstances related to the COVID-19 pandemic	34%
Yes, but not due to circumstances related to the COVID-19 pandemic	23%
No	43%

Q. What are the causes of you feeling burnout at work?

	Total (N=583)
Workload	49%
Lack of communication, feedback, and support	38%
Time pressures	32%
Juggling my personal and professional life	32%
Performance expectations	27%
Lack of clarity around expectations	25%
Not feeling connected to my colleagues	23%
Not feeling connected to company vision, culture, and values	22%
Not feeling empowered	21%
Missing the right tools and technology to do work	19%
None of the above	6%

Q. Do you have children living at home that are remote learning full or part time?

	Total (N=1,003)
Yes (Net)	31%
Yes, pre-school, grade school, junior high school	18%
Yes, high school	10%
Yes, trade school, college, or graduate education	6%
Yes, other	1%
No	69%

Q.





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Overall, how likely are you to leave your organization in the next 12 months?

	Total (N=1,003)
Top 2 Box (Net)	26%
Very likely	11%
Likely	15%
Bottom 2 Box (Net)	74%
Unlikely	32%
Very unlikely	42%

Q. Overall, how likely are you to leave your organization after the COVID-19 pandemic is over?

	Total (N=1,003)
Top 2 Box (Net)	25%
Very likely	9%
Likely	16%
Bottom 2 Box (Net)	75%
Unlikely	32%
Very unlikely	42%

About the Study

These are the findings from an Ipsos poll conducted November 12 - 16, 2020 on behalf of Eagle Hill Consulting. For the survey, a sample of 1,003 employed adults (full-time and part-time) ages 18 and over from the continental U.S., Alaska and Hawaii was interviewed online in English.

The sample for this study was randomly drawn from Ipsos' online panel (see [link](#) for more info on "Access Panels and Recruitment"), partner online panel sources, and "river" sampling (see [link](#) for more info on the Ipsos "Ampario Overview" sample method) and does not rely on a population frame in the traditional sense. Ipsos uses fixed sample targets, unique to each study, in drawing a sample. After a sample has been obtained from the Ipsos panel, Ipsos calibrates respondent characteristics to be representative of the U.S. Population using standard procedures such as raking-ratio adjustments. The source of these population targets is U.S. Census 2018 American Community Survey data. The sample drawn for this study reflects fixed sample targets on demographics. Posthoc weights were made to the population characteristics on gender, age, race/ethnicity, region, and education.

Statistical margins of error are not applicable to online non-probability polls. All sample surveys and polls may be subject to other sources of error, including, but not limited to coverage error and measurement error. Where figures do not sum to 100, this is due to the effects of rounding. The precision of Ipsos online polls is measured using a credibility interval. In this case, the poll has a credibility interval of plus or minus 3.5 percentage points for all respondents. Ipsos calculates a design effect (DEFF) for each study based on the variation of the weights, following the formula of Kish (1965). This study had a credibility interval adjusted for design effect of the following (n=1,003, DEFF=1.5, adjusted Confidence Interval = +/-5.0 percentage points for all respondents).





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About Ipsos

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Our passionately curious research professionals, analysts and scientists have built unique multi-specialist capabilities that provide true understanding and powerful insights into the actions, opinions and motivations of citizens, consumers, patients, customers or employees. We serve more than 5000 clients across the world with 75 business solutions.

Founded in France in 1975, Ipsos is listed on the Euronext Paris since July 1st, 1999. The company is part of the SBF 120 and the Mid-60 index and is eligible for the Deferred Settlement Service (SRD).

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