



Support for Female Leaders

Calmerry research



Table of contents

Page 03

Intro

Page 04

Top challenges female leaders face at work

Page 07

Team's challenges during turbulent times

Page 09

Current level of leaders and employees support

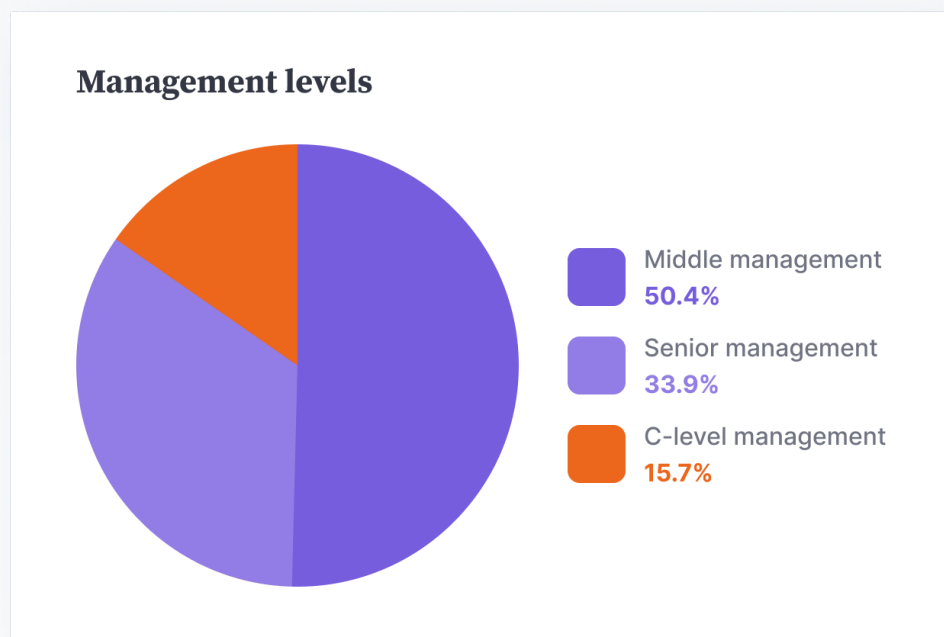
Page 13

Conclusion

Intro

In 2022, we were seeing the first signs of recession accompanied by a massive wave of layoffs in the US market as an attempt to cut expenses. The burden of executing these decisions fell on the shoulders of people who hold leadership positions. 42% of them turn out to be women, according to research by the U.S. Government Accountability Office. Women, who are already going through withstanding the glass ceiling, fighting workplace stereotypes, and trying to find balance between work and family.

We decided to see the problem through their eyes and surveyed 150+ women in manager positions: Head of People, Team Lead, VP, and Senior Manager. All of them work together with their teams and pass through their challenges as well.



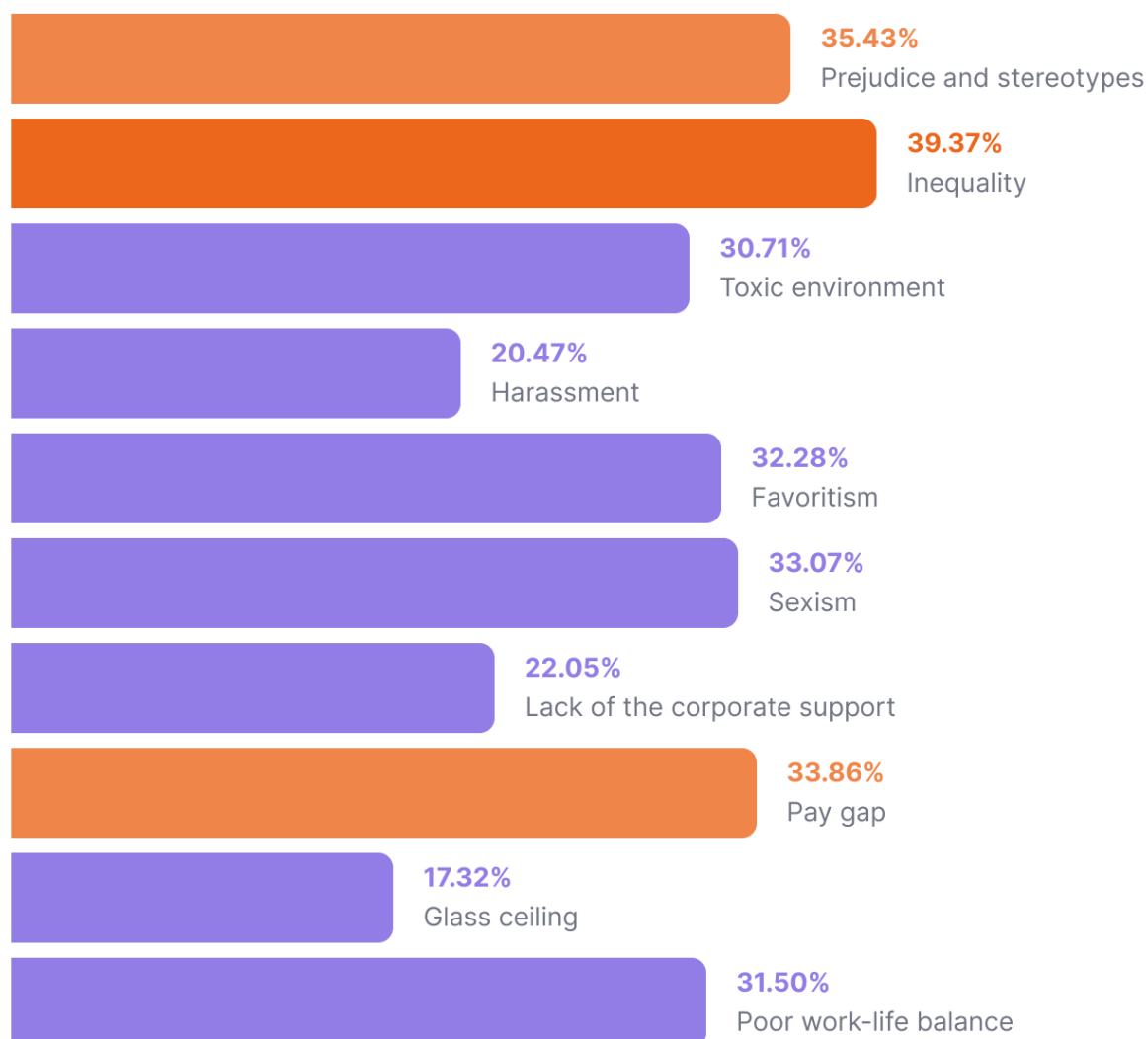
Management levels of the surveyed female leaders

Below, we'll dive into what challenges female leaders face personally, what team challenges they are trying to solve, and how companies support them on this way. Afterwards, we'll figure out if the current level of support for female leaders is sufficient and what actions companies should take to help women managers find balance and stay productive.

Top challenges female leaders face at work

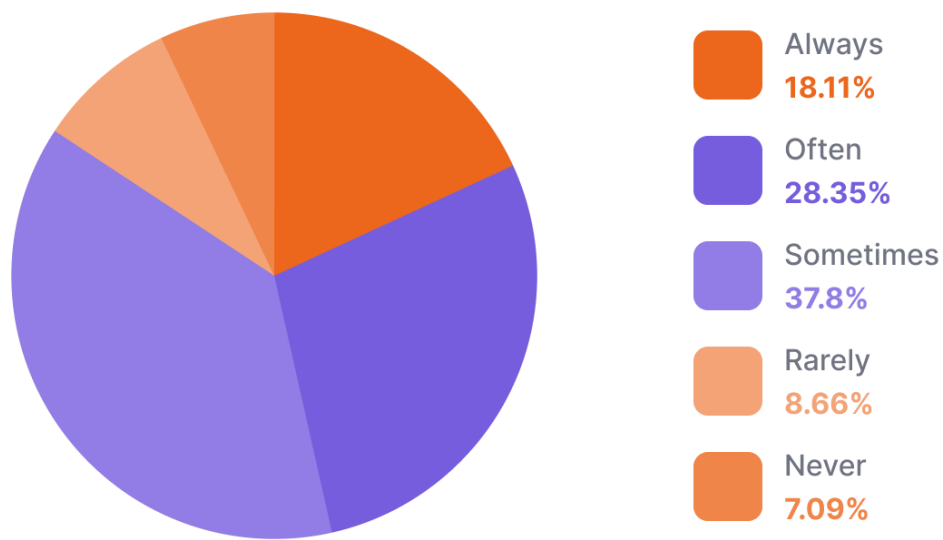
Inequality and prejudices seem to be the top problems at the workplace, and they are not even directly connected to the work process itself. These are deep cultural issues that are immanent to women's everyday work communications. They influence women's well-being and add up to the overall stress associated with high workloads and hard decisions.

What is your biggest challenge as a female manager?

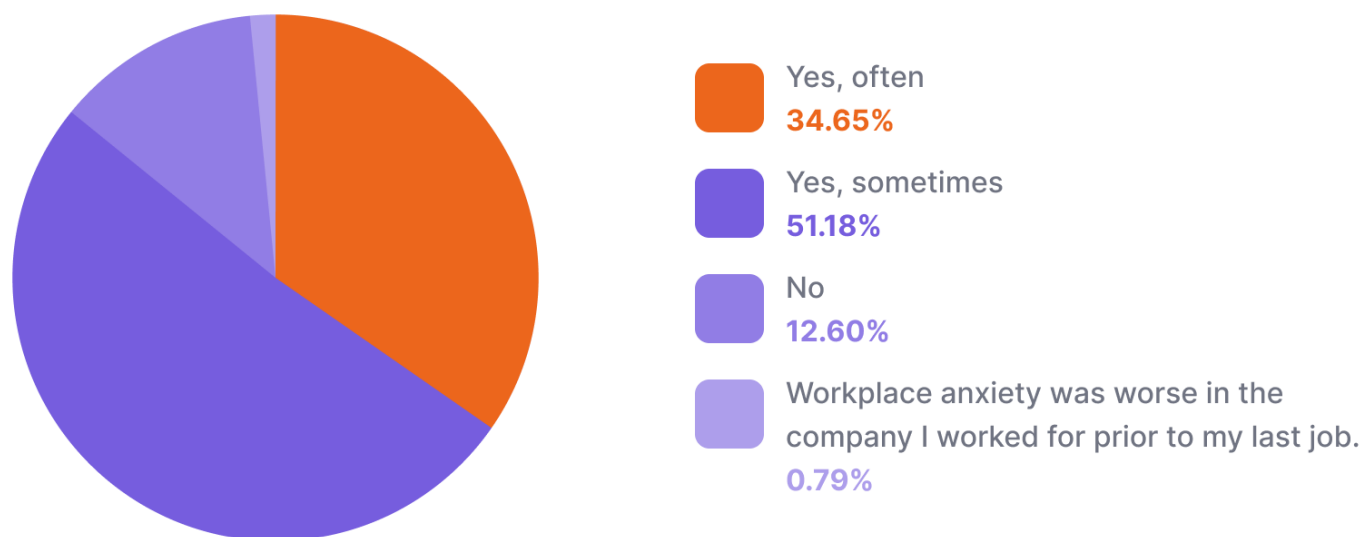


Additionally, almost a half of female leaders report their work-life balance is often or always broken and half of them report high levels of burnout. Also, the percentage of women admitting their work-life balance is always broken correlates with the number of women experiencing the highest levels of burnout.

How often do you feel that your work-life balance is broken?

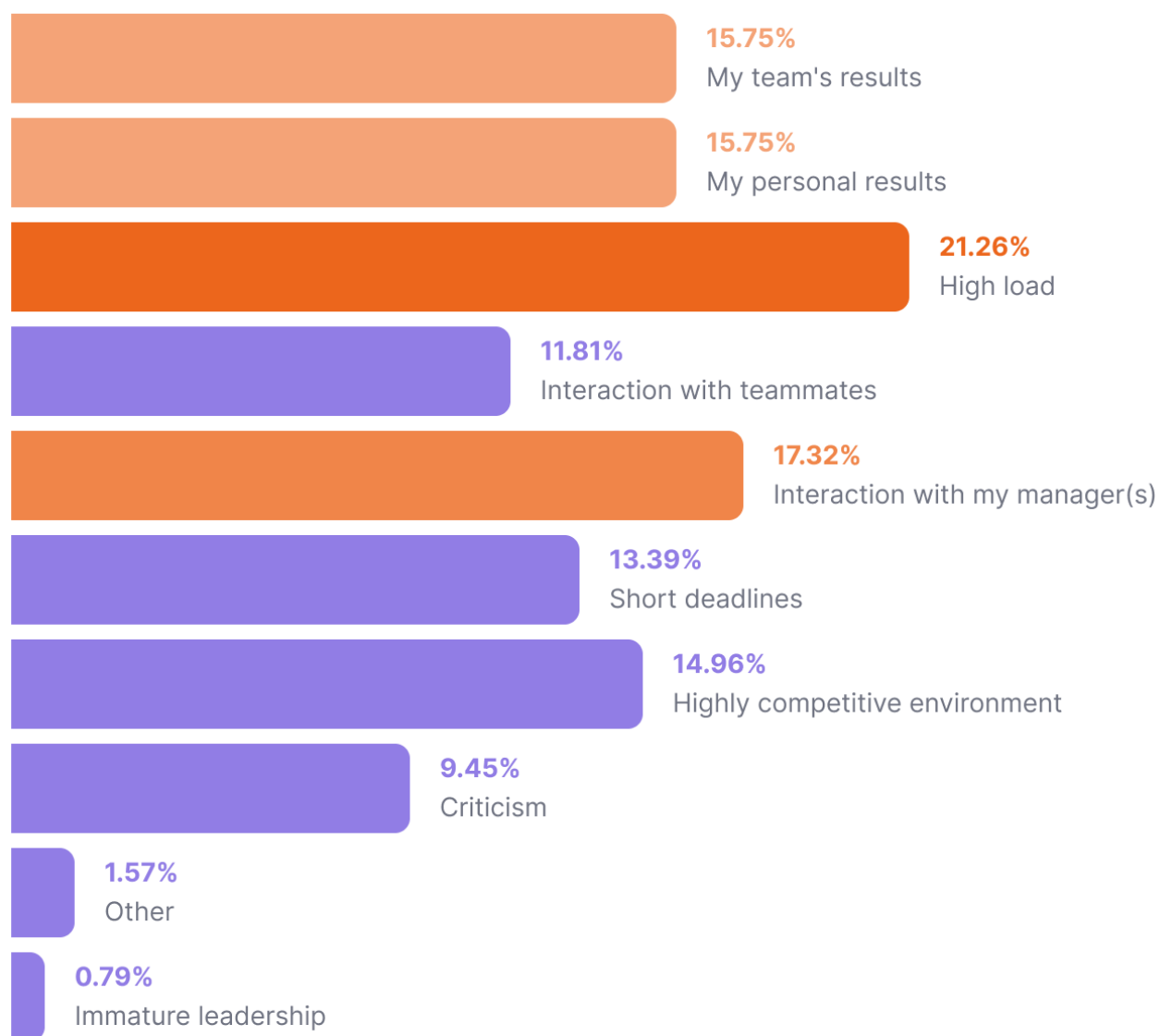


Do you experience workplace anxiety?



High workload and communication with managers are the main reasons for workplace anxiety, showing that there's a vicious circle of stress between middle and top managers. The reason causing problems with female leaders' mental health seems to be deeply rooted in approaches to work and goal-setting.

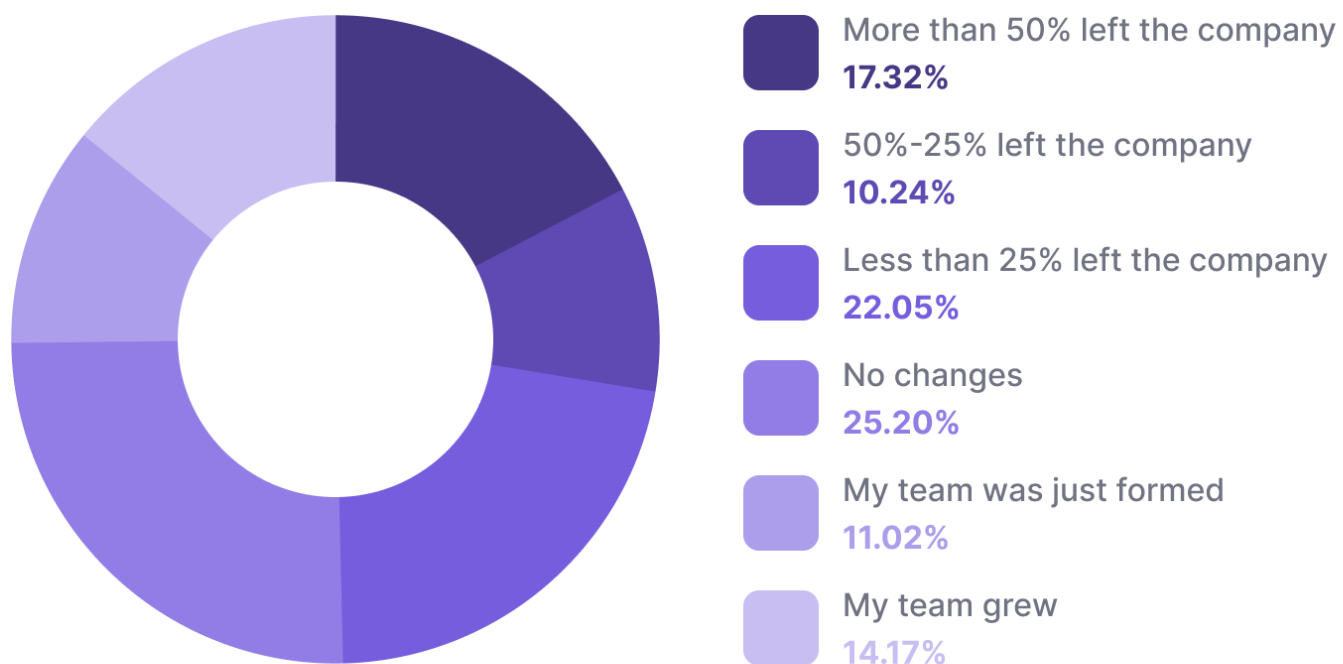
What triggers your workplace anxiety?



Team's challenges during turbulent times

While a quarter of the surveyed leaders said their teams were not impacted by layoffs and a quarter stated their teams were just formed or grew, the remaining half said their teams experienced layoffs. This usually means additional pressure and workload for a manager who has to support the team members who stayed and work on their motivation. Especially since about 40% of teams are concerned about layoffs.

How has your team changed during 2022?

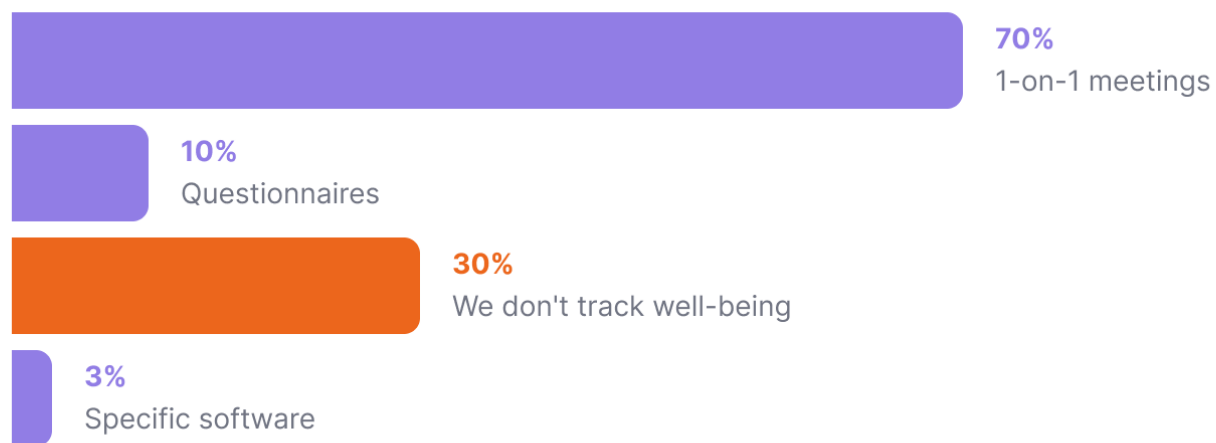


Team mood amidst the trend of layoffs



The fact that almost half of the team members need support to deal with the crisis cries for a proper response from companies. Meanwhile, 30% of companies are not even aware that employees' mental well-being needs attention.

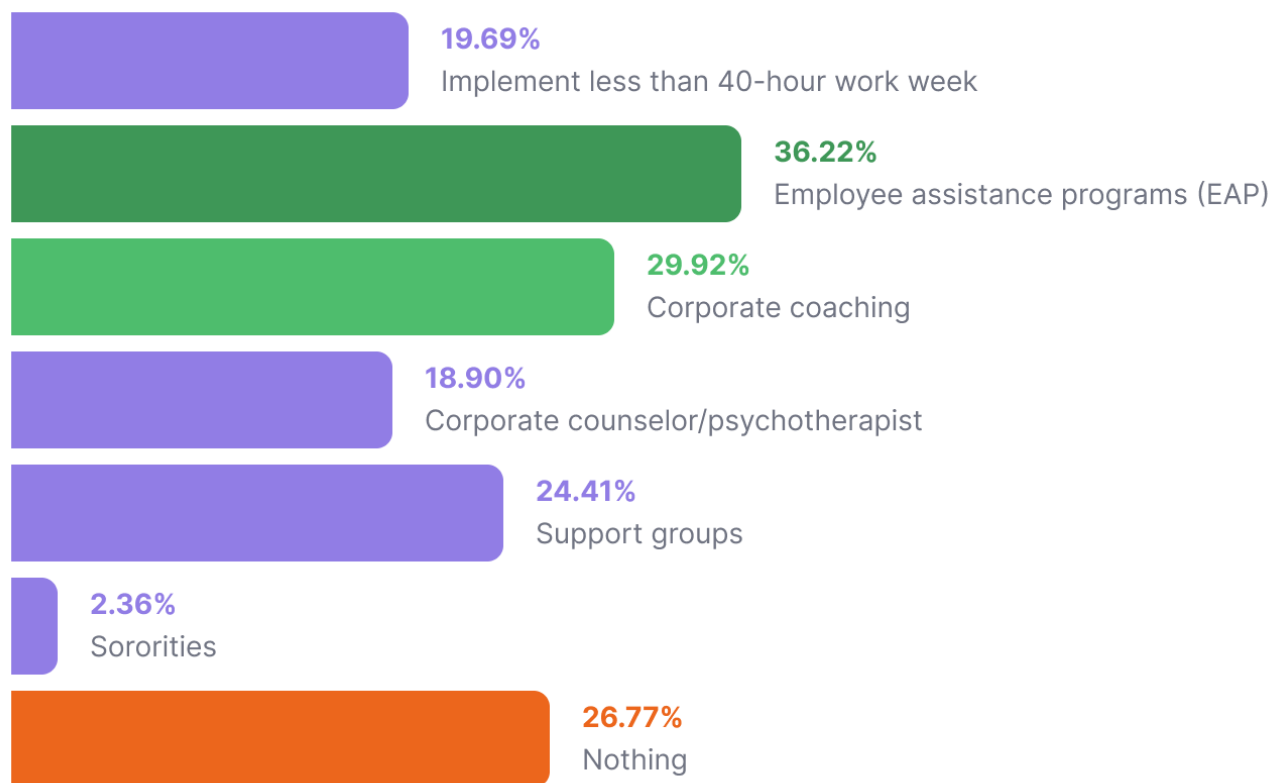
How does the company measure mental well-being of the team?



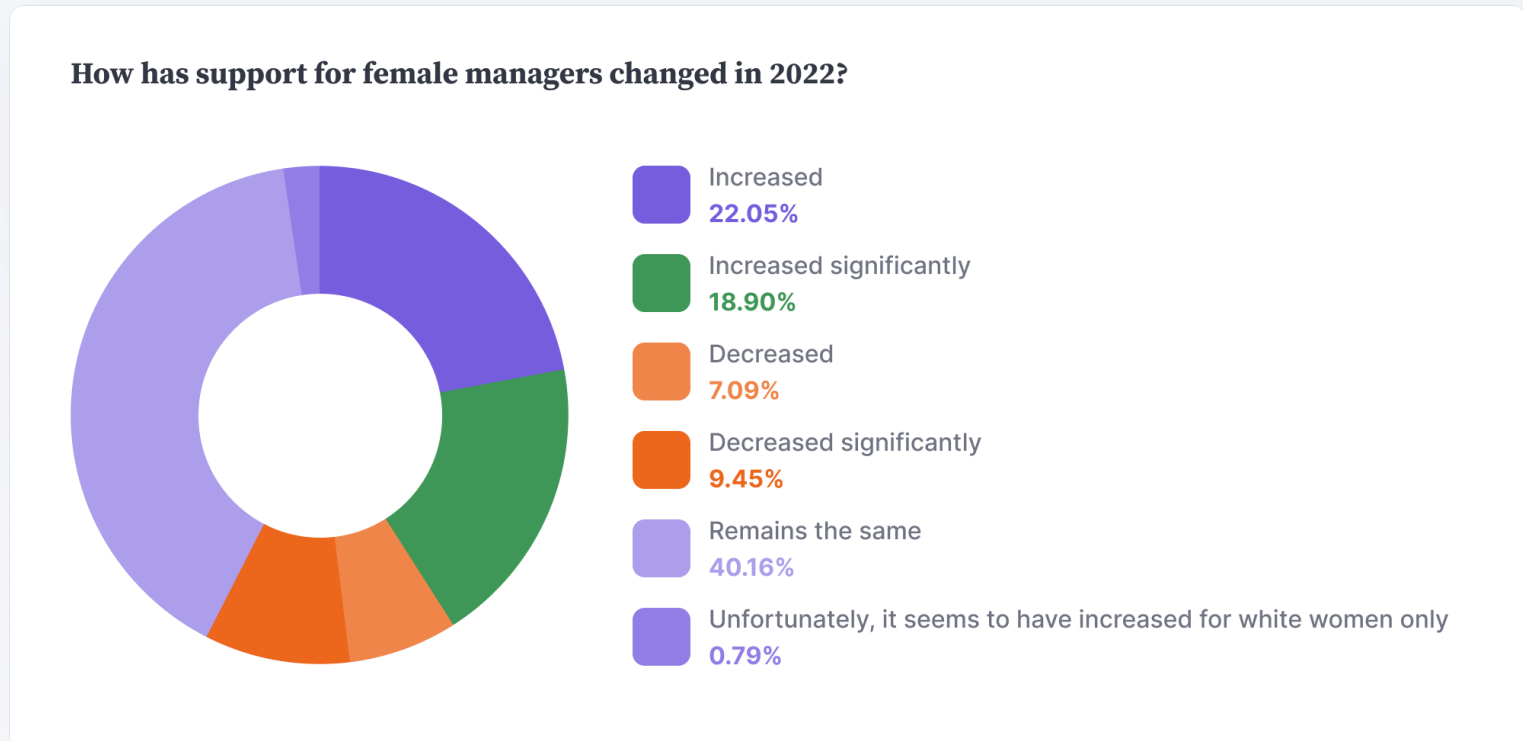
Current level of leaders and employees support

The current situation with female leaders' support looks sad but promising. Companies seem to be listening to their employees and try implementing EAP programs and shorter working weeks. However, there's still about 27% of companies who just ignore the problem.

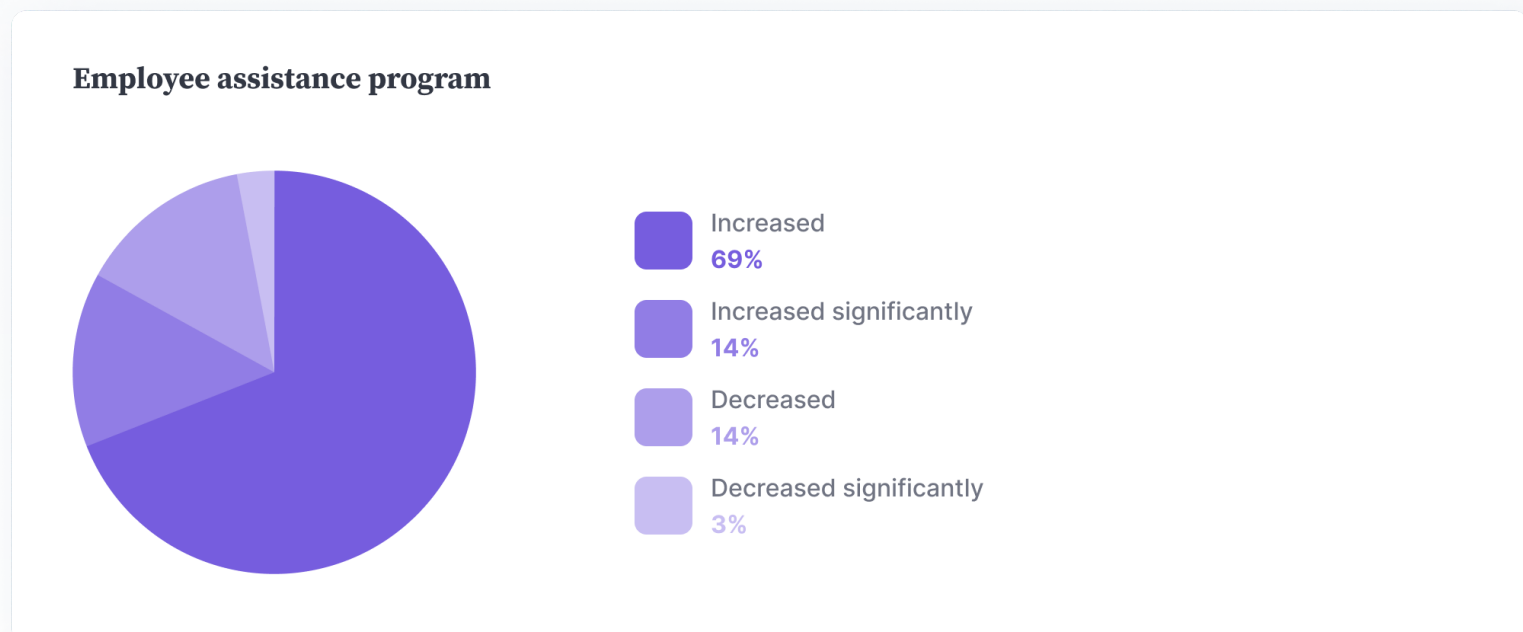
What does your company do to support female managers?



If we look at the situation in dynamics, we'll feel both pride and sorrow — while about 40% of female leaders admit that the level of support increased, 16.5% point out that companies support them even less in these turbulent times.

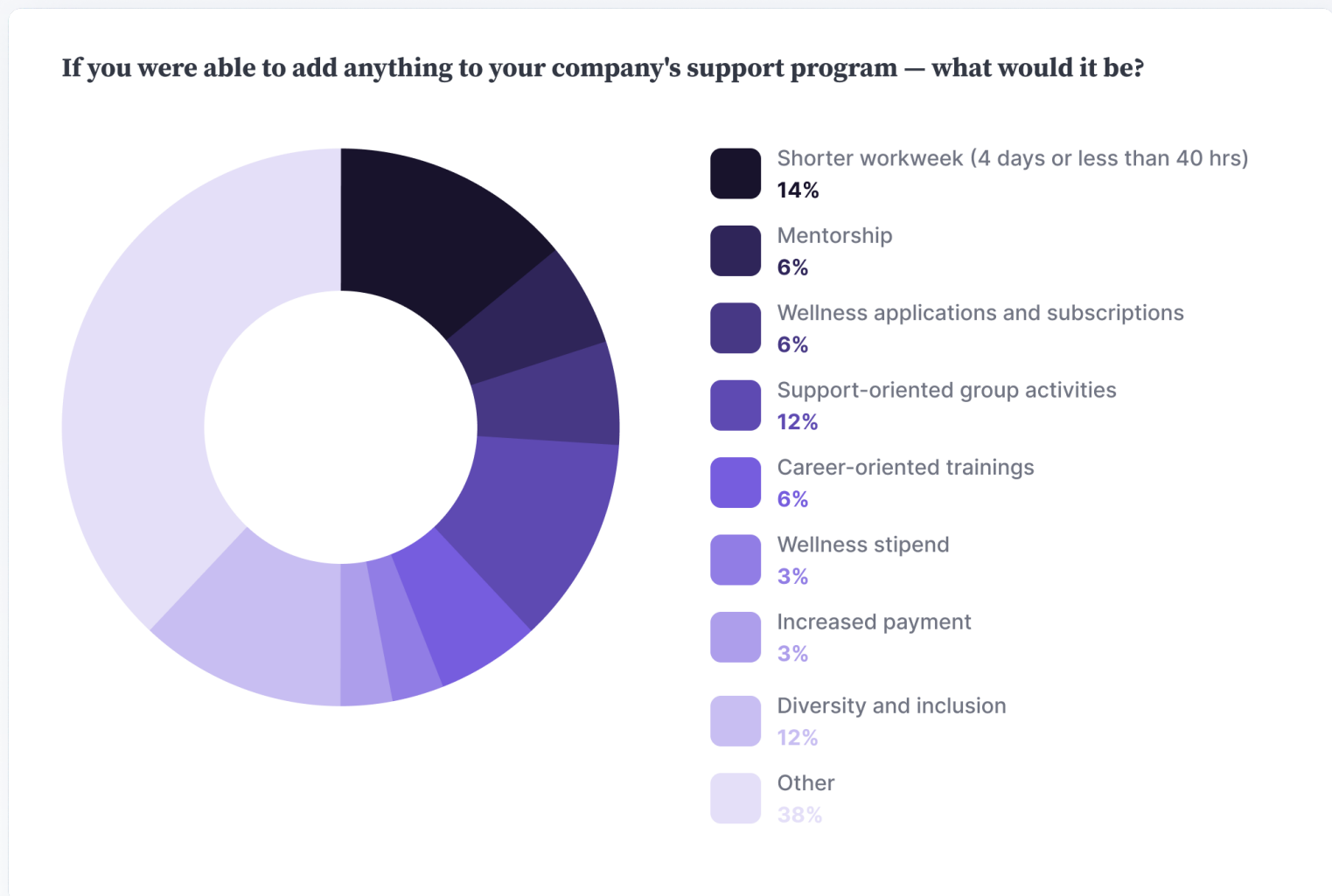


Despite the fact that almost 70% of the surveyed stated that their companies do have an EAP, it doesn't seem to be enough to cover their mental health needs. What's even more disturbing is that other 27% either don't have an EAP or haven't ever heard of it.



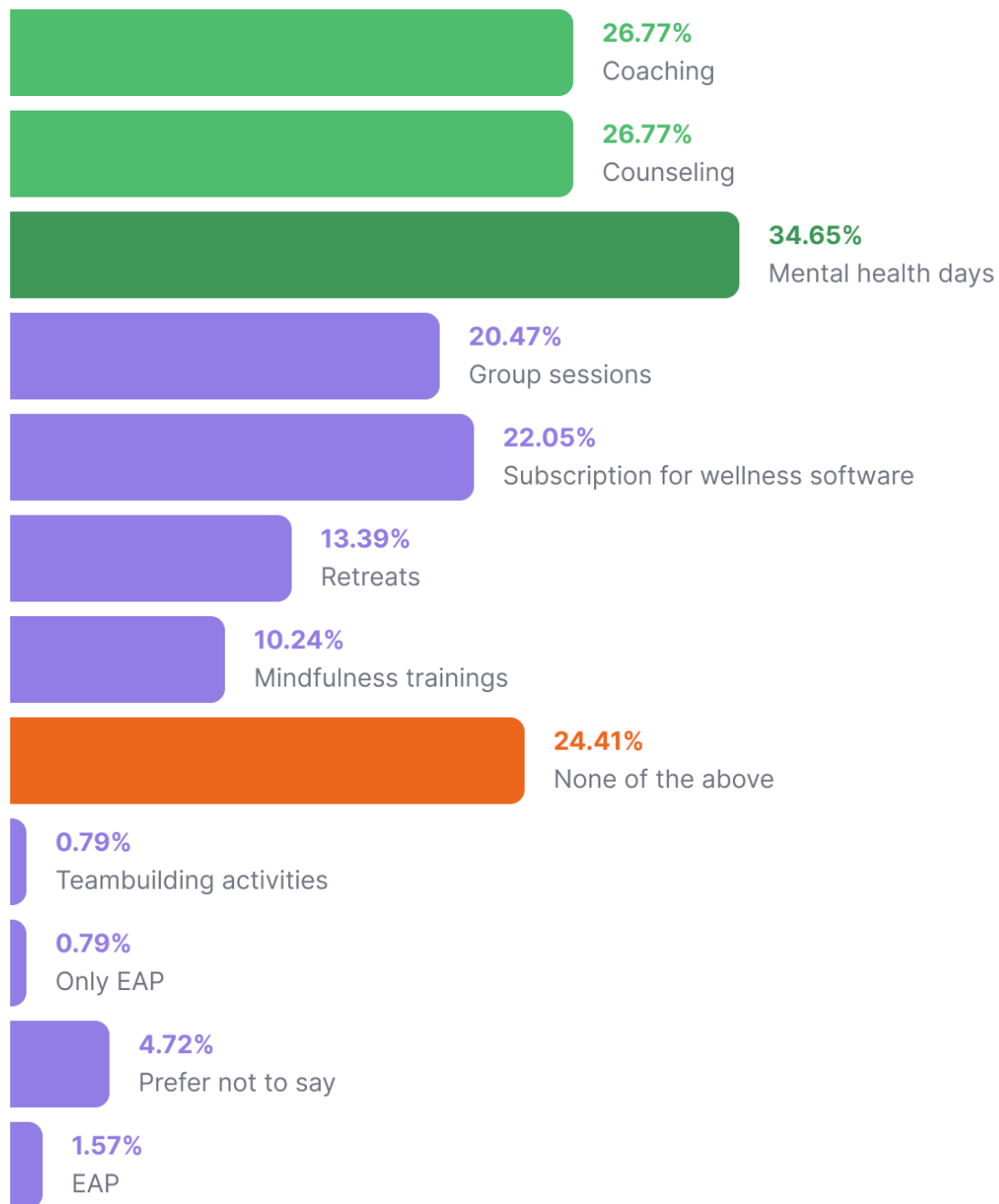
One of the most significant insights that we gained during our research is that there's a huge gap between what kind of support companies provide and what kind of support female leaders and their teams actually want.

As the research shows, most employees want shorter working weeks to rebuild their work-life balance. Also, they'd appreciate group activities and training on diversity and inclusion. Usually shorter weeks are requested by managers from companies with less than 170 employees. While managers from bigger companies more often request mentorship and formal coaching.



About 35% companies do fulfill employees' need for mental health days off, however, they obviously miss the group activities and the diversity training part, leaving their teams' expectations unmet.

How does the company support mental well-being of the team?







Conclusion

As we can see, the current level of support leaders and their teams get is not enough, especially since the recession and workforce crisis are getting worse and the anxiety about it grows. Teams seek a more holistic approach to their well-being that includes both individual and group activities, time off and change of the corporate culture. The main problem is that there seems to be no communication between top management and middle managers to build the optimal support program for employees.

As a result, female managers experience a broken work-life balance because of having to deal with problems within their teams themselves, without having enough tools provided by the company. This leads to burnout and impacts their productivity.



The possible solution of this problem is investing in employees well-being screening and partnering with trustworthy companies that offer consistent mental health support. We at Calmerry have a stable network of licensed mental health professionals who have a proven record of managing work-related problems such as anxiety, stress, burnout, and others. Also, we've been researching the need of teams for years and are aware of the current trends in the US workforce. To deliver care in the most flexible way, Calmerry offers a range of tools to help companies support and keep track of their leaders' and teams' mental well-being.

 <p>FOR EMPLOYEE</p> <h3>Flexible therapy options</h3> <p>Your team members can discuss their problems with licensed professionals via messages or live video sessions exactly when they need it.</p>	 <p>FOR EMPLOYEE</p> <h3>Personalized Therapy Plans</h3> <p>Each employee gets matched with a licensed therapist who is experienced in that employee's particular issue and develops a specific plan to reach their therapy goals.</p>	 <p>FOR EMPLOYEE</p> <h3>Self-care digital toolbox</h3> <p>To encourage your team members to work on their mental health, we'll offer them mood tracking and journaling tools and educational content to build their awareness of mental health issues.</p>
 <p>FOR EMPLOYER</p> <h3>Activity-based dashboards and payment options</h3> <p>As your employees make their way in therapy, you can see how engaged they are and pay only for the number of services they use. Keep track of their activity and notice their well-being improve.</p>		

We invite you to attend our live demo presentation and learn how Calmerry delivers comprehensive mental health support to your workspace. During the presentation, we will discuss your team's needs and develop a customized approach to meet them.

Attending a demo is a best way to:

- See a live demonstration of how platform works
- Have an overview of our flexible payment models
- Get a tailored offer based on your company needs and number of employees

[Book demo](#)

Join us and take the first step towards creating a healthier and happier workplace for your team.

