



The
Digital Wellness
Center

Women, Burnout and Mentoring for Wellness

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The feedback wasteland, misunderstandings that occur when we are not face to face, is the canary in the coal mine for productivity. Women aren't having a great experience at work, they're burning out. 78% of respondents identified feedback as their main roadblock to efficiency.

Treating burnout costs \$125 billion to \$190 billion annually. Burnout due to miscommunication occurs in seven of every 10 team members (Gallup 2019). Burnout causes women to exit the workforce four times the rate of men (Department of Labor, 2020).

What can be done?

At two very different companies, structured mentoring was the fix. "Feedback is essential for a leader to understand her contributions ... even though women ask for feedback as often as men, they are less likely to get it." (Eurich, 2019) When delivered via an ESP with a global retailer and a North American utility company, mentoring empowered women to solve problems quickly and effectively. An astonishing 86% of the participants agreed they would stay at their job longer because of the mentoring circle experience.

Mentoring makes work better. It has a positive effect on female leaders' time management and confidence habits, providing "safe space learning breaks," particularly during the Covid crisis.

