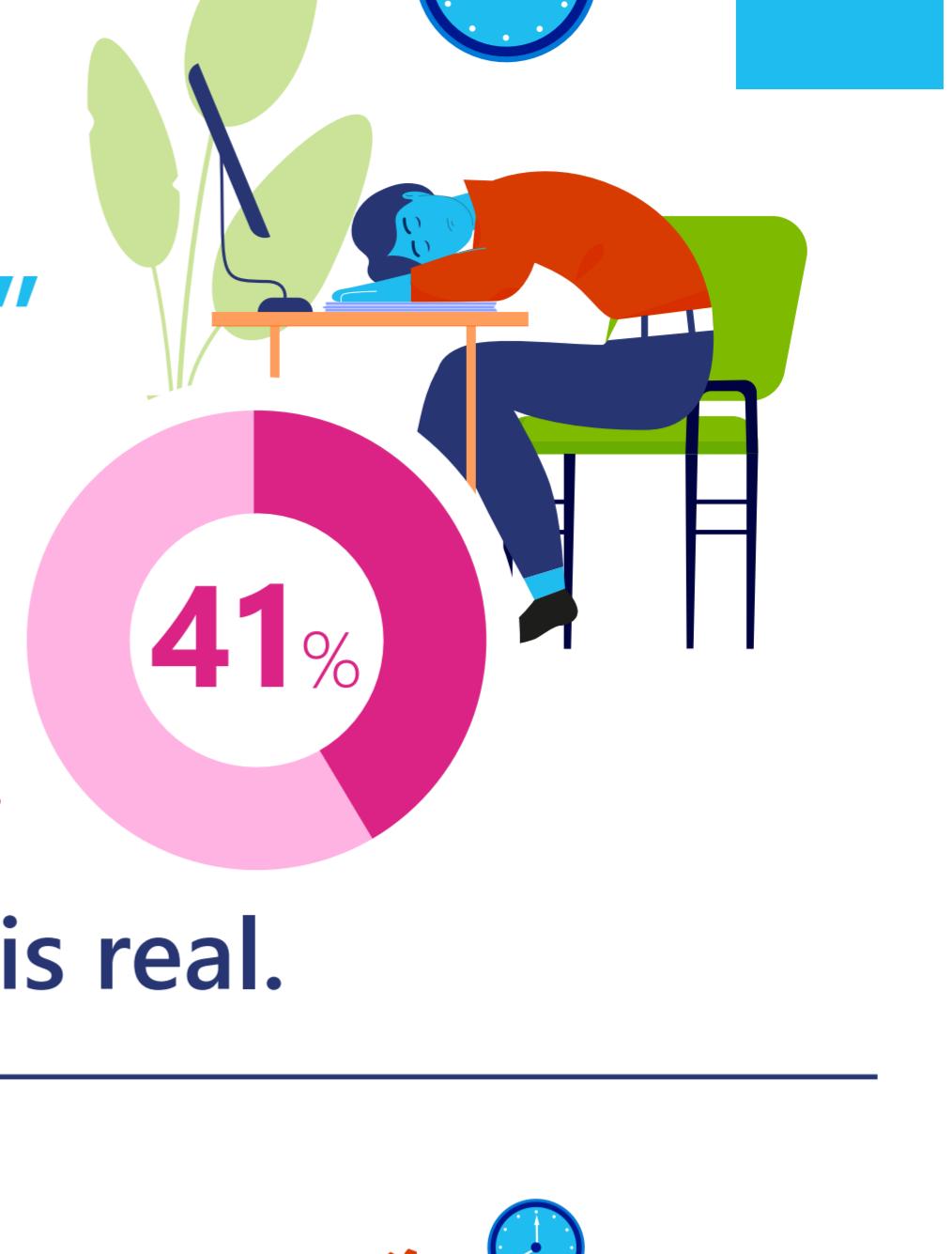


"Workers are exhausted. Summertime offers every leader an opportunity to help."

According to Microsoft's Work Trend Index, nearly half of the workforce is thinking about making a big career change within the next year—up 20%.



Why? The threat of burnout is real.

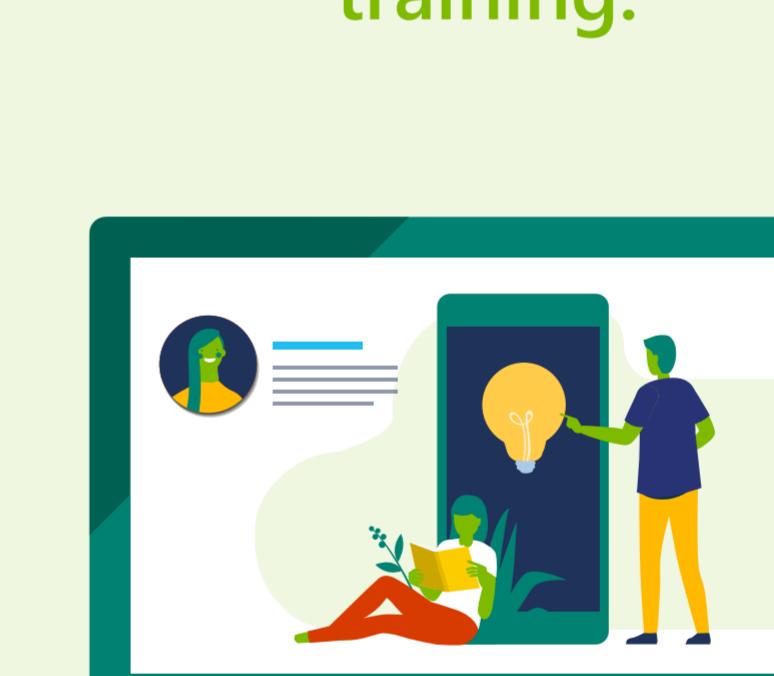


5 things leaders can do this summer to help

1 Make unplugging a priority

Encourage people to not only use their holiday time but also use it as an opportunity to truly disconnect from work.

Lead by example.



2 Use your time away to think about your leadership style.



Managers who prioritize how people are feeling, as opposed to simply how productive they are, will be better positioned in this next chapter of modern work.

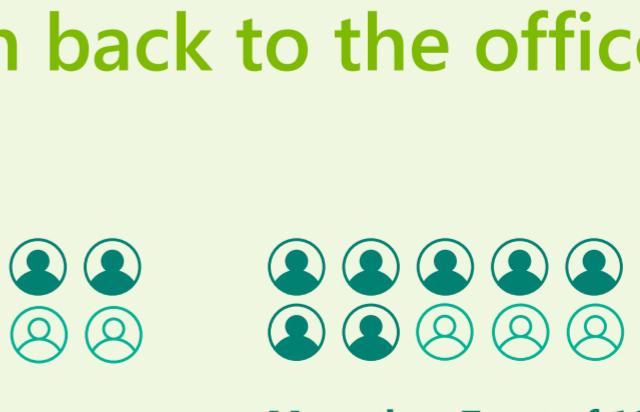
3 Double down on training.



Encourage your team to make the most of the learning and development content available to them - particularly around skills that might support mental well-being.

4 Empower people with data.

Tools like Microsoft 365 and Viva not only help people stay connected, they offer data-led insights that can help people ensure they are switching off and focusing on their health, well-being and personal priorities.



Hybrid ways of working are here to stay. Clearly communicate the decisions leadership is making around flexible work policies as well as *why* and *how* those decisions are being made.

8 out of 10 managers expect hybrid ways of working to continue

More than 7 out of 10 employees want a hybrid approach to work

5 Be transparent about the transition back to the office.