

CEO RISK SNAPSHOT*

Momentum Growth Group

Portfolio Company CEOs Surveyed: 27

Well-Being

RISK LEVEL:  Opportunity

32% of CEOs in the portfolio are struggling with their well-being. 100% are optimistic about the future and aspire to improve their well-being.

Leadership Skills

RISK LEVEL:  At Risk

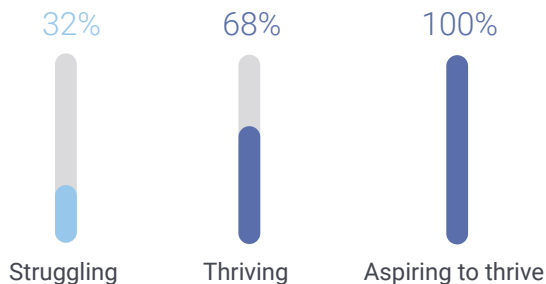
55% of CEOs in the Momentum Growth Group portfolio lack at least 1 key skill for self-regulation. This has measurable negative impact on leadership performance.

Burnout

RISK LEVEL:  At Risk

A third of CEOs in the Momentum Growth Group portfolio are at a risk for burnout at a level that is predictive of negative work outcomes.

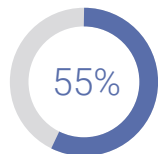
32% of executives are currently at risk of struggling



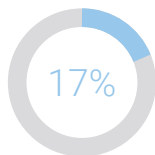
Well-Being Opportunity

Momentum Growth Group CEOs rated their current and future life satisfaction on a scale from 0 (worst) to 10 (best). Answers were evaluated with Gallup's Life Evaluation Index:

- **Thriving:** Scoring your current life at 7+ and future life 8+.
- **Struggling:** Scoring current life between 5-6 and/or future life between 5-8.
- **Suffering:** Scoring current life or future life at a 4 or lower.



of executives feel they are unable to manage their emotions by controlling aspects of a situation

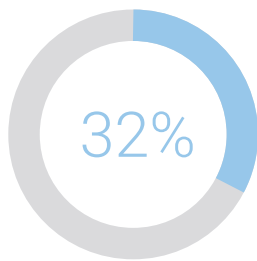


feel like they can't manage emotions by changing aspects of their situation

Leadership Skills At Risk

55% of CEOs in the Momentum Growth Group portfolio lack at least 1 key skill for self regulation, a key predictor of leadership performance. This means:

- They may make poor social judgments
- They may struggle to handle feedback
- They may have trouble navigating ethical and high-stakes situations

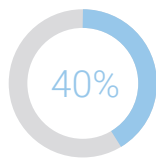


32% of your CEOs very frequently or always feel burnt out

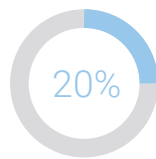
Burnout At Risk

One third of Momentum Growth Group CEOs are at risk of burnout. Employees who say they very often or always experience burnout at work are:

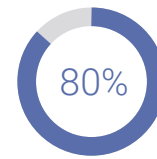
- 63% more likely to take a sick day
- 23% more likely to visit the emergency room
- 2.6 times as likely to leave their current employer
- 13% less confident in their performance



40% aren't consistently getting 7+ hours of sleep



20% feel like they don't have enough time for friends and family



80% feel like they don't start/stop working at a reasonable time

Identifying risks of burnout can help prevent turnover and other impacts on your company's bottom line. Some estimates suggest that **replacing a CEO can cost up to 4x of the executive's salary** when considering both the hard and soft costs of key person turnover.

Summary & Recommendations

This report evaluated data from the 27 executives across your portfolio companies and provides a scorecard of burnout risks and overall well-being of leadership. Lower scores are associated with lower performance, higher turnover, and low profits.

ExecuThrive strives to create thriving leaders and businesses. If you want to take action, here is how ExecuThrive can help.

- **Executive coaching:** help your CEOs improve emotional regulation and leadership skills by providing tailored support and strategies.
- **Mental health:** help your CEOs manage burnout and improve work-life balance through professional counseling and support.
- **Physical well-being:** help your CEOs enhance overall well-being and reduce stress with concierge health services and bio-individualized nutrition, exercise and lifestyle plans.