

THE 2025 STATE OF WORKPLACE BUSYNESS

An analysis of 21 habits that
result in productivity, health,
and energy optimization

RESEARCH REPORT

Identifying and addressing the root
causes of today's corporate challenges.

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 | **PeggySullivan**

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INTRODUCTION

In the contemporary, fast-paced corporate landscape, 'busyness' has become a chronic issue that results in time poverty, deteriorating performance, and poor employee well-being.

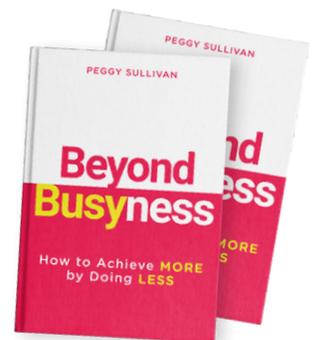
Consider this: **a staggering 94% of people report not having time to focus on what truly matters due to overwhelming busyness.** This alarming statistic highlights the urgent need for effective strategies to combat the busyness epidemic. Understanding the root cause of your employees' busyness is the key to optimizing productivity and personal/professional satisfaction.

I'm Peggy Sullivan, author, keynote speaker, and corporate performance expert. As a recovered 'busyness addict,' I've experienced the detrimental effects of chronic busyness firsthand and have dedicated my career to finding practical solutions. My latest book, *Beyond Busyness: How to Achieve More by Doing Less*, shares my innovative Busy Busting Process, a **data-driven approach** designed to address the root cause of behaviors that sabotage productivity, health, and happiness.

A crucial component of this process is "The Busy Barometer Assessment" This groundbreaking tool evaluates the **21 root causes that sabotage performance** in an easy 4-minute online survey. Upon completion, a report is generated that provides the groundwork for developing customized solutions that will improve productivity.

This report dives into the collective findings from the 2024 Busy Barometer Assessment. It provides qualitative workforce data points and gives a clear picture of the workplace trends **destroying performance, productivity, and job satisfaction.**

For more information on how you can use this tool better to understand the specific barriers you and your organization face, please go to www.peggysullivan-speaker.com.



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www.BeyondBusyness.com

KEY FINDINGS ON WORK BEHAVIORS

The findings from this report are taken from the 2024 Busy Barometer Assessment. The data in this study measure 21 life and work habits that lay the foundation for optimal performance, wellness, and employee satisfaction.

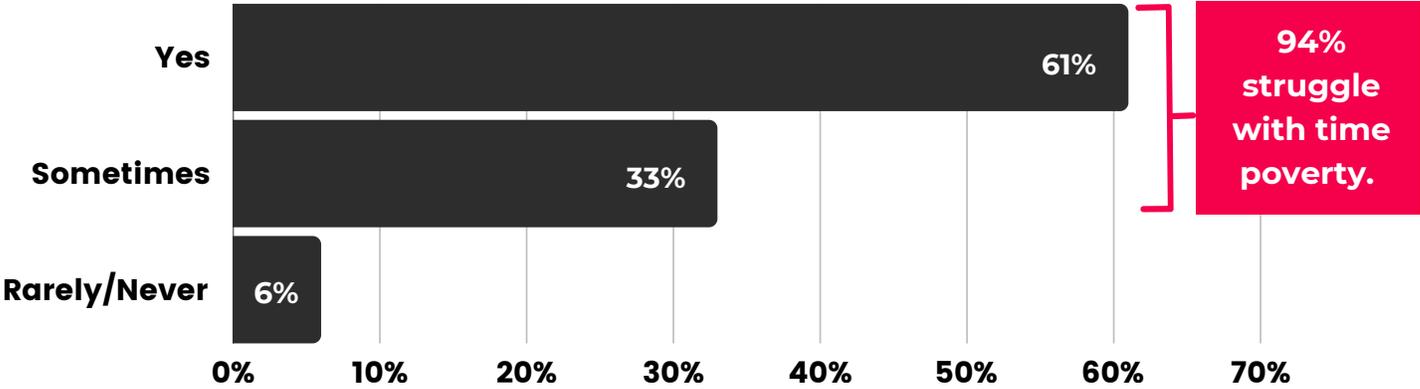
- 94% of working men and women do not have time for their priorities.
- 95% do not have a schedule that allows them to complete vital work, with 79% struggling to identify their daily priorities.
- $\frac{3}{4}$ the population suffers from a basic lack of self-care, with 75% suffering from lack of sleep and 87% struggling with proper nutrition as well as getting adequate movement.
- 80% of the working population feels overwhelmed, stressed, and struggles with mental health.
- 79% of working individuals feel they have lost their sense of purpose and value alignment.
- 74% of people struggle to maintain meaningful connections in and out of the workplace due to their overarching busyness.
- 83% multitask as a strategy to get work done.

LATEST DATA 2024

| QUESTION | 2024 | |
|---|------------------|---------------------------------------|
| | RARELY/ NEVER | MAJORITY OF THE TIME/ SOMETIMES |
| Do you end each day feeling you did NOT have time for what's important? | 6% | 94% |
| HABITS/FOCUS/PRIORITIES/PRODUCTIVITY/MULTI-TASKING | | |
| Is your schedule filled to the brim most days? | 5% | 95% |
| Do you feel so rushed that you have little time to prepare for important events or meetings? | 14% | 86% |
| Do you end the day with extra work that takes time from what you enjoy? | 17% | 83% |
| Do you struggle to set your daily priorities? | 21% | 79% |
| Is multi-tasking a core strategy for getting your work done? | 17% | 83% |
| Do you mostly focus on easy things to cross them off the list? | 14% | 86% |
| When focusing on big projects do you feel overwhelmed or unable to break them down into smaller pieces? | 30% | 70% |
| HEALTH/SELF-CARE/SLEEP/NUTRITION/MENTAL HEALTH/PUSHING RESET | | |
| Is your sleep suffering because your mind is too focused on your to-do list or, are too busy to get enough sleep? | 25% | 75% |
| Does good nutrition and physical movement suffer during the day? | 13% | 87% |
| Do you feel overwhelmed, stressed, or struggle with your mental health? | 20% | 80% |
| Do you get to the end of the day without regular breaks to eat and recharge? | 29% | 71% |
| Is it difficult to keep up with routine tasks like haircuts, doctors' appointments or shopping? | 31% | 69% |
| Do you skip vacations and holidays? | 58% | 42% |
| Does your sense of purpose or values get lost? | 21% | 79% |
| COMMUNICATION/CONNECTION/MEETINGS/DELEGATION/STRENGTHS | | |
| Is it difficult to find time for meaningful relationships (family, friends, community)? | 26% | 74% |
| Do you attend meetings where there is no clear goal, objective or next steps? | 31% | 69% |
| Are you interrupted with calls and messages? | 15% | 85% |
| Is it difficult to return calls, emails or messages in a timely manner? | 30% | 70% |
| Do you look at your email and other messages so often that you can't get work done? | 26% | 74% |
| Do your activities fail to align with your strengths and likes? | 33% | 67% |
| Do you find it easier to do something yourself rather than ask for help? | 8% | 92% |

WORKPLACE DATA

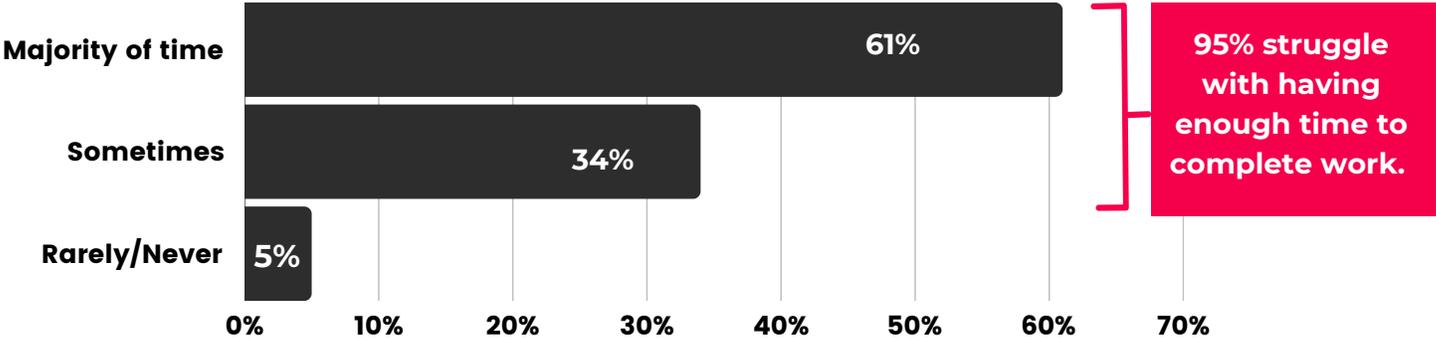
Do you end each day feeling you did NOT have time for what's important?



Knowing and respecting priorities means knowing how to make good choices and take actions that align with what's important. If you do not have time for your priorities, you are spending too much time on low-value initiatives that result in time poverty.

HABIT 1: EFFECTIVE SCHEDULING

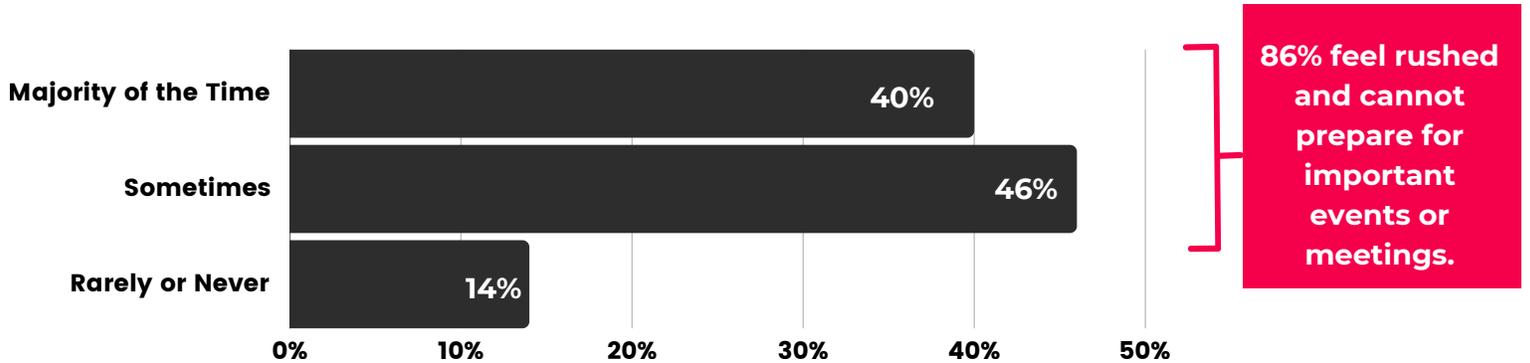
Is your schedule filled to the brim most days?



Employees aren't scheduling time to do their work, diverting their attention from essential responsibilities. Engaging in tasks that offer little value or contribution to meaningful outcomes wastes time and resources.

HABIT 2: PREPARATION

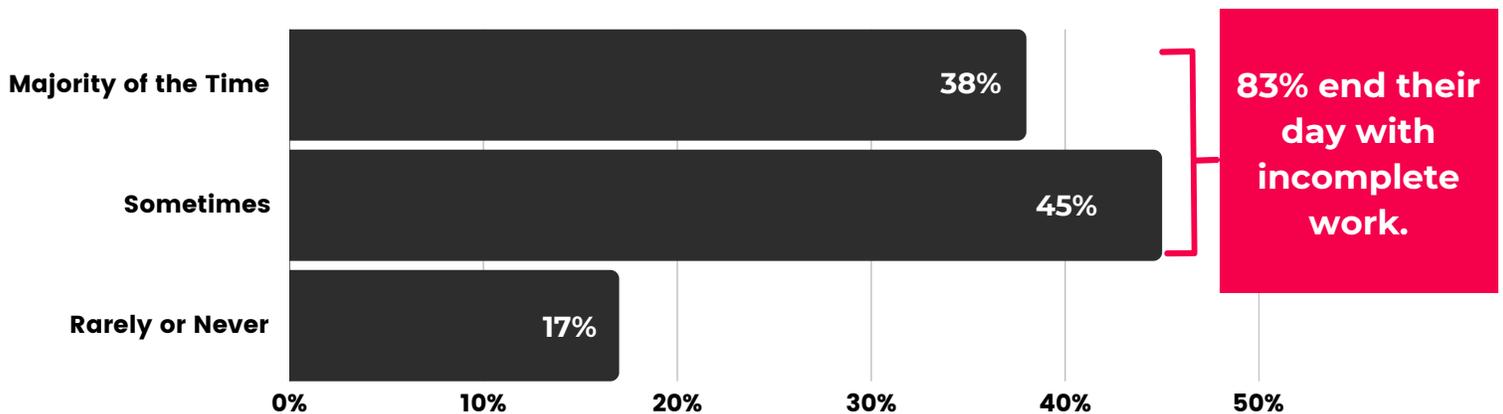
Do you feel so rushed that you have little time to prepare for important events or meetings?



Being rushed can significantly impact the quality of preparation for important events or meetings, resulting in a lack of focus, increased stress, creative limitations, and poor decision making.

HABIT 3: NO TIME TO GET WORK DONE

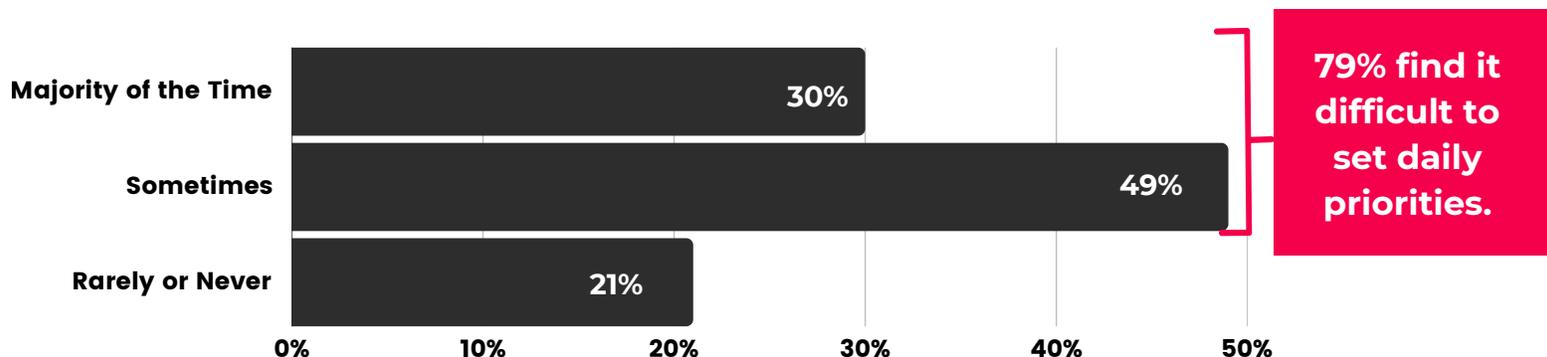
Do you routinely end the day with extra work that takes time away from what you enjoy?



Routinely ending the day with extra work that encroaches on personal time can disrupt a healthy work-life balance, result in chronic stress and burnout, and deprive you of time for relaxation, hobbies, and social interactions.

HABIT 4: PRIORITIZATION

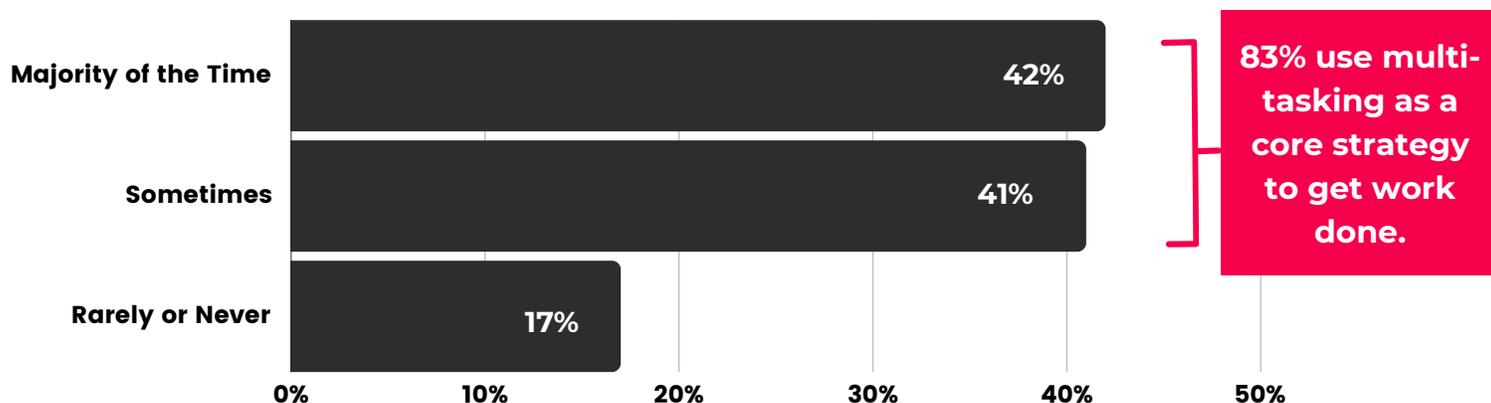
Do you struggle to set daily priorities?



Priorities guide our decision-making process, ensuring we invest our time and effort in what truly matters. Identifying your most important priorities can create a clear roadmap for your activities, which allows you to focus on the most critical tasks first.

HABIT 5: MULTITASKING

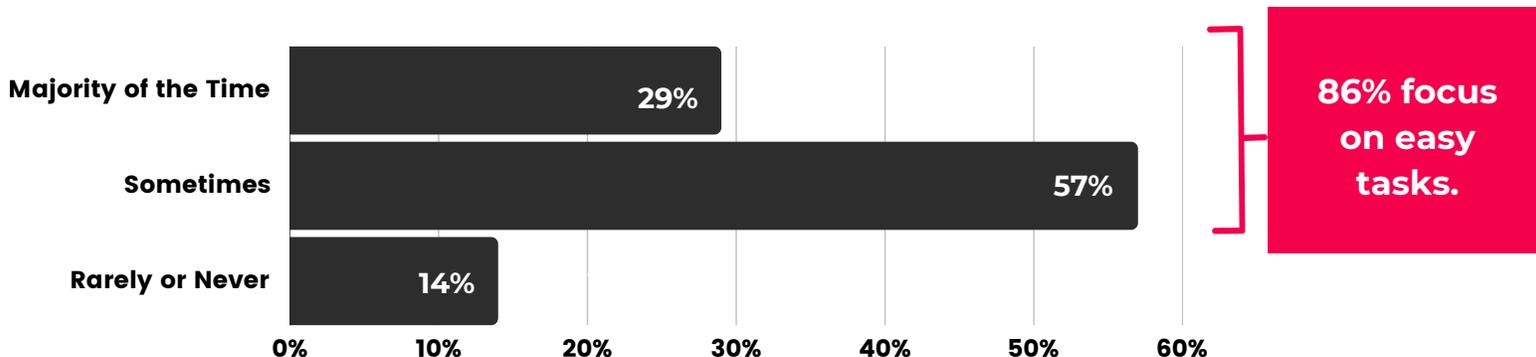
Is multi-tasking a core strategy for getting your work done?



While multitasking can give the illusion of productivity, research suggests that multitasking can reduce efficiency and quality of work. Multitasking can lead to higher stress levels as the brain is constantly switching between tasks, which causes mental fatigue and burnout over time.

HABIT 6: BUSY WORK

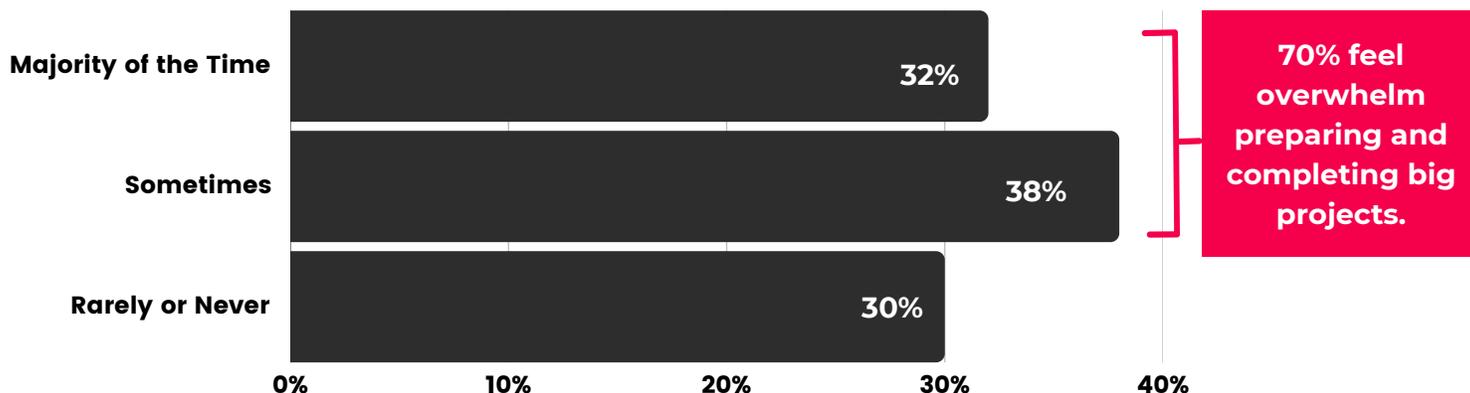
Do you mostly focus on easy things to cross them off the list?



Mainly focusing on easy tasks to cross them off the list might provide a quick sense of accomplishment, but it can be counterproductive in the long run. This approach is often referred to as 'busy work,' and while it may make your to-do list shorter, it doesn't necessarily mean you're making significant progress on important projects or goals.

HABIT 7: OVERWHELM

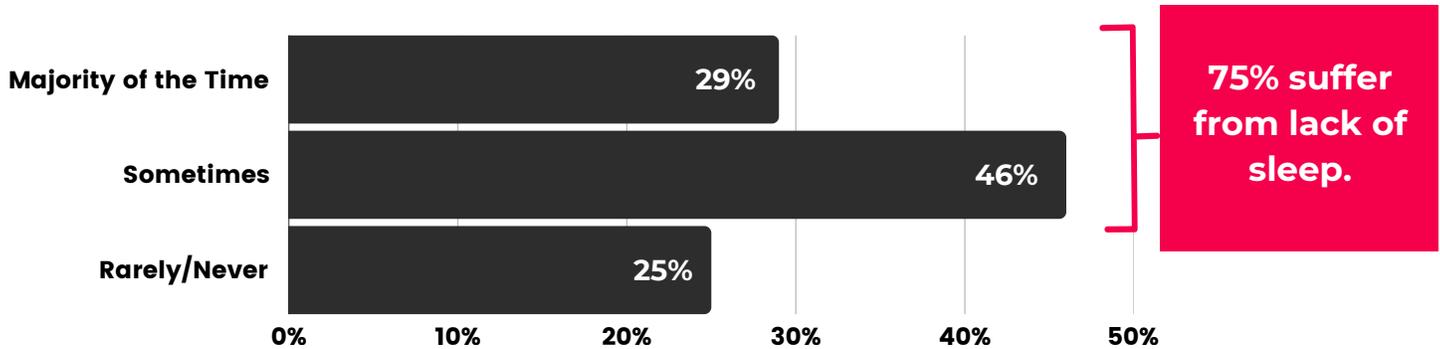
When focusing on big projects, do you feel overwhelmed or unable to break them down in to smaller pieces?



Breaking down big projects can be challenging when one is already busy with multiple responsibilities and commitments. Being too busy can restrict the time and mental capacity available to dedicate to strategic planning and breaking down larger projects.

HABIT 8: SLEEP

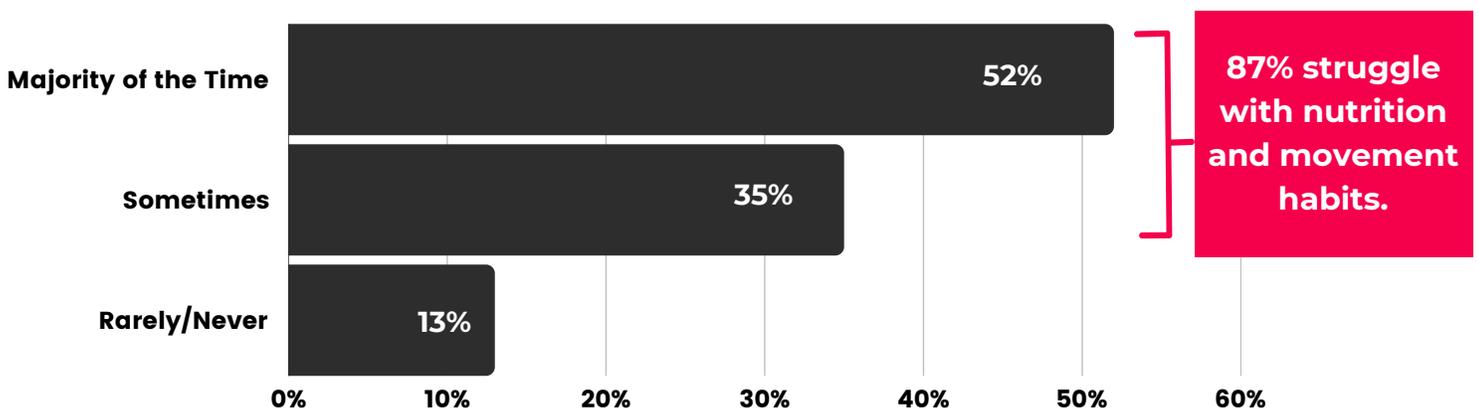
Is your sleep suffering because your mind is too focused on your to-do list or are too busy to get enough sleep?



Adequate sleep and rest are crucial for brain health, productivity, and success. They enhance cognitive functions, mood, and energy levels, leading to improved performance. Lack of sleep can reduce concentration and productivity, leading to burnout, stress, and lack of creativity.

HABIT 9: NUTRITION & MOVEMENT

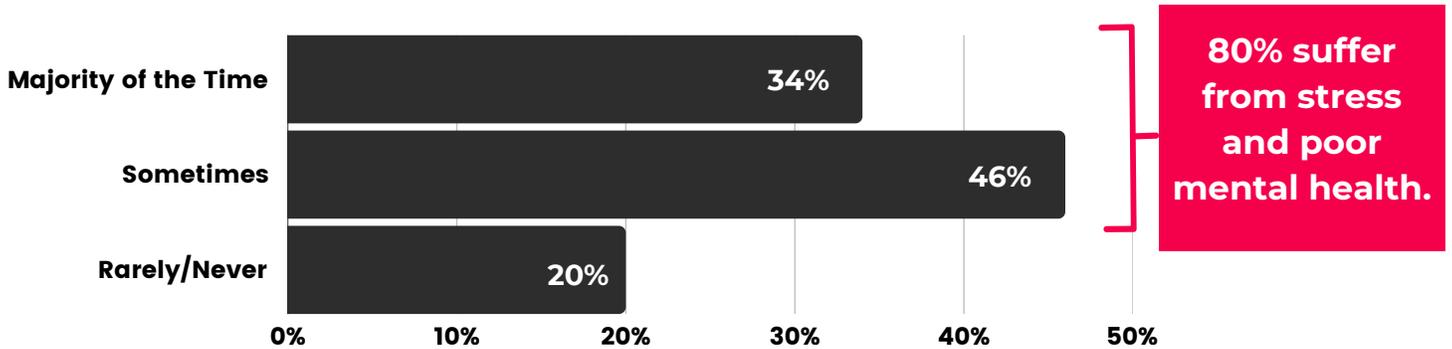
Does good nutrition and physical movement suffer during the day?



A balanced diet boosts cognitive abilities, energy levels, and mood stability, while poor nutrition can lead to fatigue and impaired focus. Regular physical activity enhances brain function, creativity, problem-solving skills, stress management, and sleep quality.

HABIT 10: MENTAL HEALTH

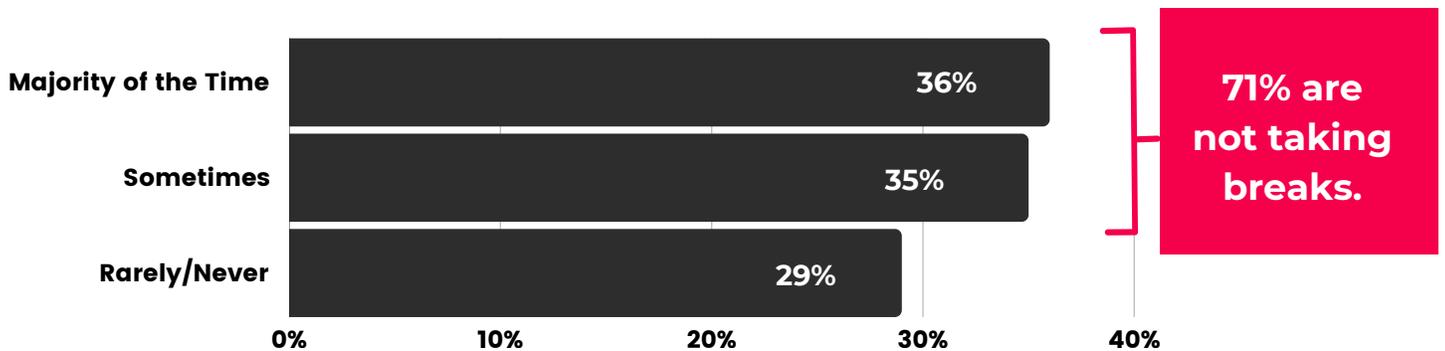
Do you feel overwhelmed, stressed, or struggle with your mental health?



The relentless pace of a busy lifestyle can lead to chronic stress, increased anxiety, and a sense of being overwhelmed. The pressure to constantly perform and meet deadlines can contribute to feelings of burnout, exhaustion, and difficulty.

HABIT 11: TAKING BREAKS

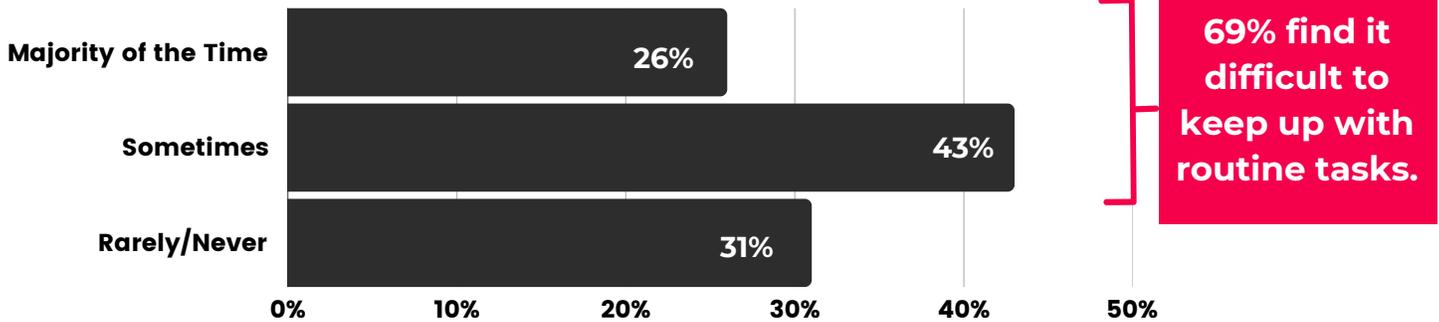
Do you get to the end of the day without regular breaks to eat and recharge?



Regular breaks refresh the mind, enhance creativity, and improve problem-solving. This approach also improves time management, reduces procrastination, and supports work-life balance, enhancing overall productivity and success.

HABIT 12: PERSONAL CARE

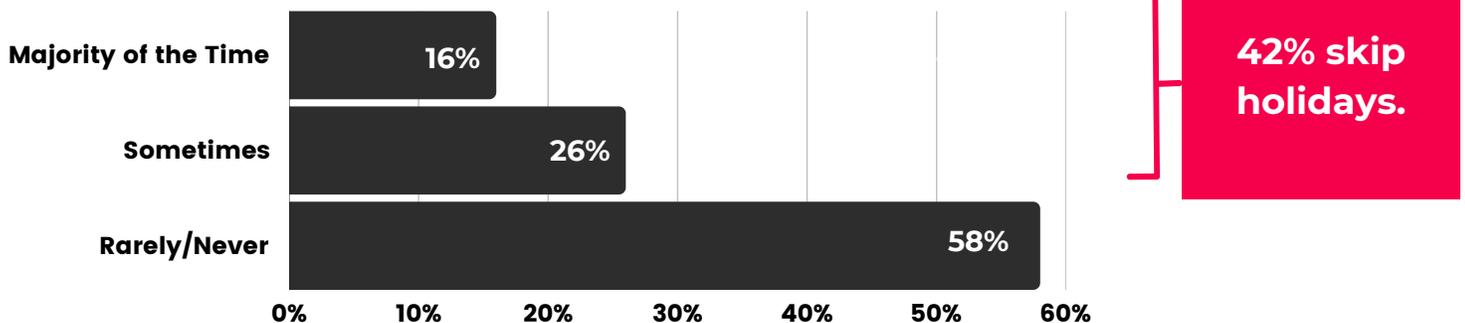
Is it difficult to keep up with routine tasks like haircuts, doctors appointments or shopping?



Being too busy can have negative effects on personal care, including difficulty in keeping up with routine tasks like haircuts and doctor's appointments. It can also lead to neglecting self-care practices, which can result in physical and emotional health problems.

HABIT 13: TIME OFF

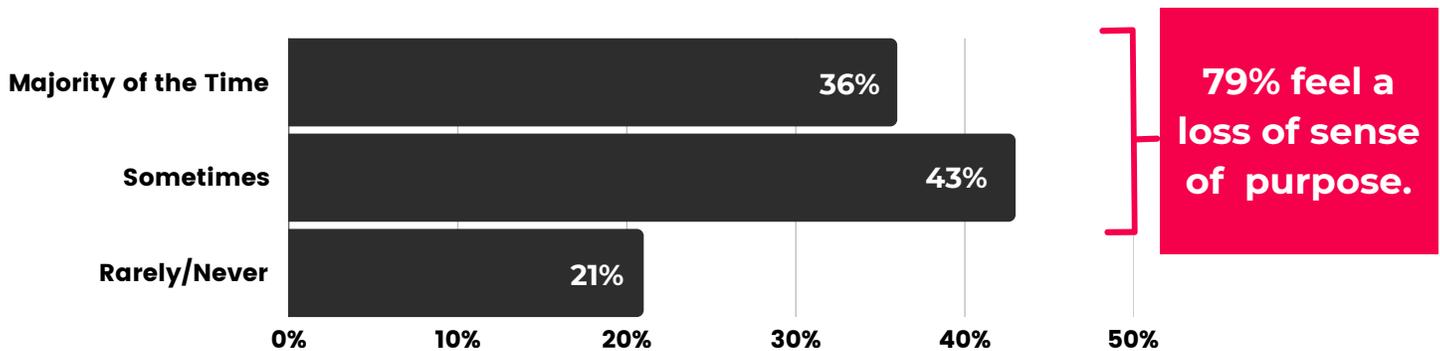
Do you skip vacations and holidays?



By neglecting to take time off, we deny ourselves the opportunity to rest, relax, and recharge. Vacations and holidays offer a chance to escape from work demands, spend quality time with loved ones, and engage in activities that bring us joy and fulfillment.

HABIT 14: VALUES

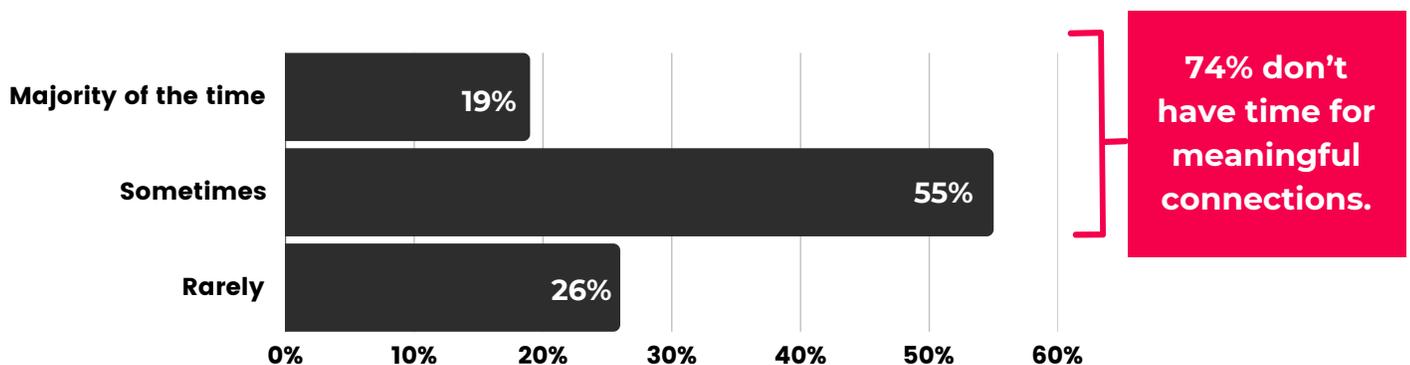
Does your sense of purpose or values get lost?



Our values and what truly matters to us can often take a backseat as we prioritize tasks and obligations. Being busy can make us lose sight of the bigger picture and prevent us from reflecting on our goals and aspirations.

HABIT 15: CONNECTION

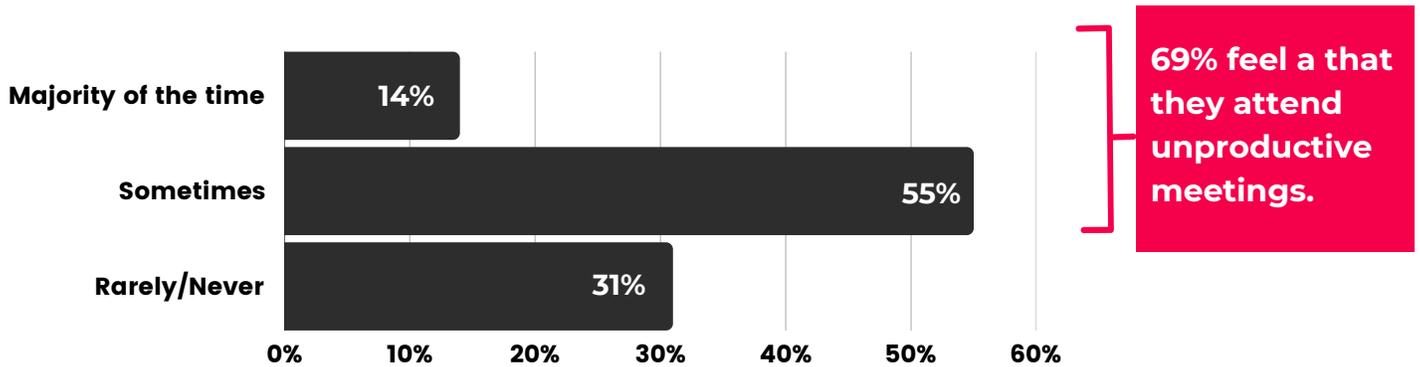
Is it difficult to find time for meaningful relationships (family, friends, community)?



Establishing meaningful connections fosters a more collaborative and productive environment. In addition, connectivity at work leads to improved teamwork, greater job satisfaction, and lower turnover rates.

HABIT 16: MEETING MANAGEMENT

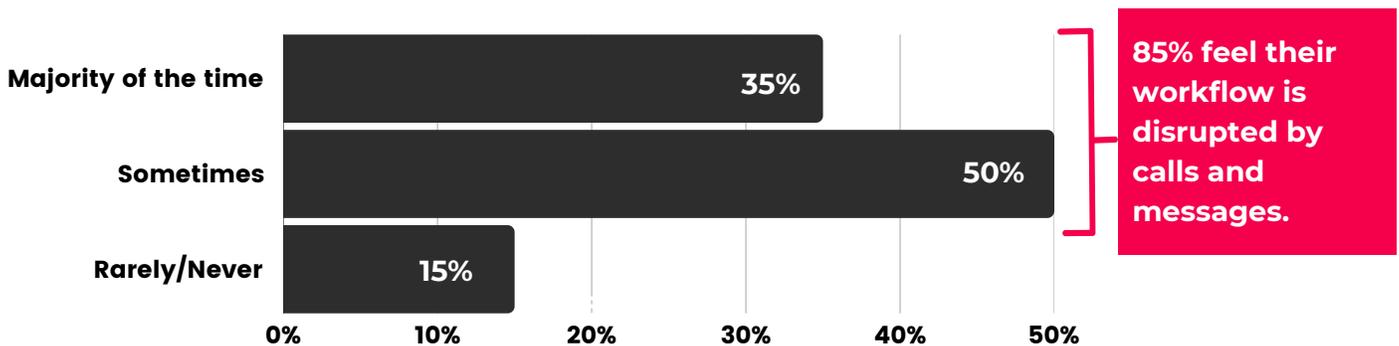
Do you feel that you attend meetings where there is no clear goal, objective or next step?



Unproductive meetings can negatively affect work culture, wasting your employees' valuable time and contributing to time poverty. Irrelevant meeting attendees can weaken business workflow, interactions, and relationships.

HABIT 17: LIMITING INTERRUPTIONS

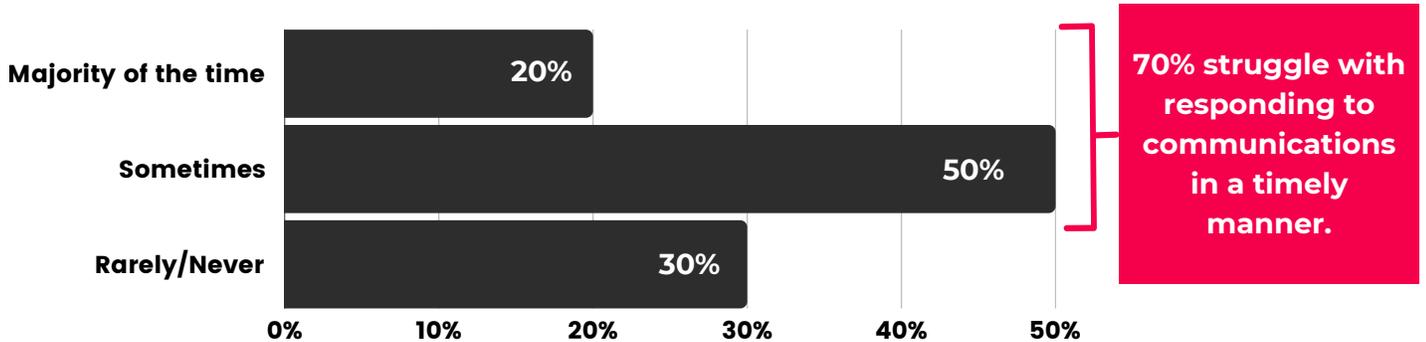
Are you interrupted with calls and messages?



Stopping and starting to address incoming communications too frequently sabotages concentration. Strategic reduction in the frequency of reviewing emails and calls can lead to improved productivity and higher job satisfaction.

HABIT 18: RESPONSE TIME

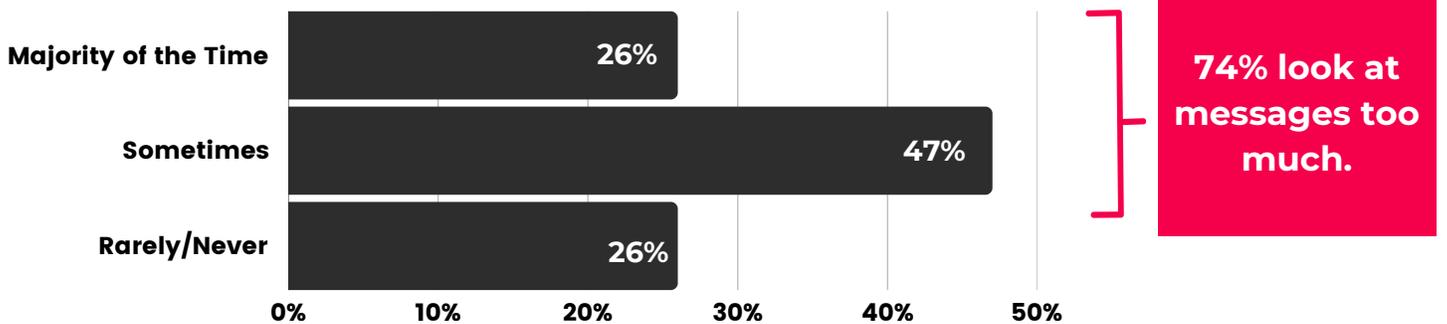
Is it difficult to return calls, emails or messages in a timely manner?



When our schedules are jam-packed, and our to-do lists seem never-ending, it becomes challenging to find the time to address each incoming communication promptly. As a result, response times may lengthen, leading to delayed or even missed opportunities for collaboration, information sharing, and connection.

HABIT 19: OVERFOCUSING ON MESSAGES

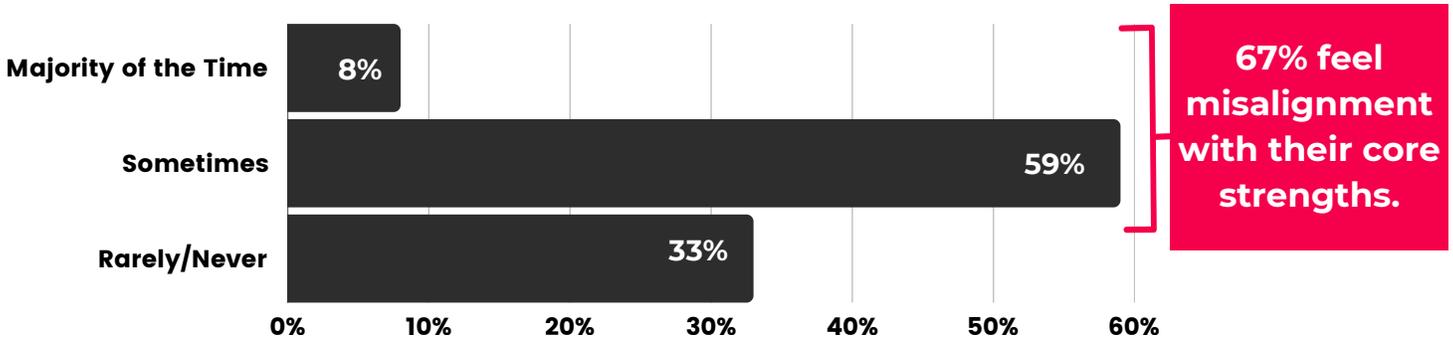
Do you look at your email and other messages so often that you can't get work done?



Frequent message notifications can disrupt an employee's workflow and concentration, decreasing productivity. Moreover, the quality of your work suffers as notifications break the focus needed to complete tasks.

HABIT 20: MISALIGNMENT

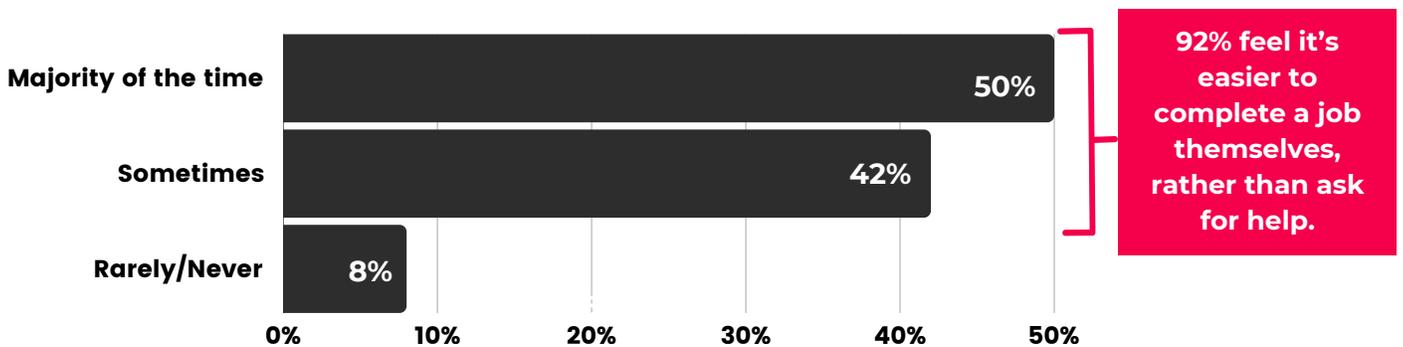
Do your activities fail to align with your strengths and likes?



When someone is constantly busy and overwhelmed with tasks, they may need more time or mental bandwidth to assess whether their current job aligns with their talents, values, and interests. The pressure to keep up with a heavy workload can make reflecting on personal goals and aspirations challenging.

HABIT 21: SELF-RELIANCE

Do you find it easier to do something yourself rather than ask for help?



When we adopt the "I will do it myself" attitude, we often take on an overwhelming workload that strays from our primary responsibilities and areas of expertise. This leads to inefficiency and potential burnout and deprives others of the opportunity to contribute meaningfully.

YOUR NEXT STEPS

The 'busyness epidemic' is a significant concern in today's corporate world, with far-reaching consequences for productivity, job satisfaction, and employee well-being.

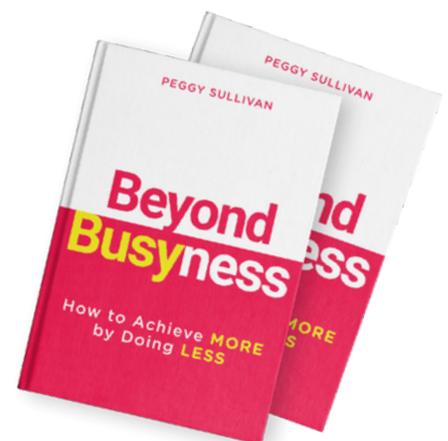
[The Busy Barometer Assessment](#) is a three to four-minute online survey that identifies the 21 busy traps. The findings can reveal how busyness impacts your organization, shedding light on the root cause of areas where time is being disproportionately spent.

The [Busy Barometer Assessment](#) is an innovative tool that lets you easily understand the individual and corporate-level behavioral choices that sabotage progress so you can address them.

Through my Corporate Consulting Program, I provide tailored strategies to **eradicate chronic busyness for employees**, paving the way for enhanced team performance. This program is designed to specifically unveil your company's low-value activities with data collection and provide customized solutions. By learning and implementing my three-step process, you can transform your work environment into one where productivity thrives, employees are satisfied, and overall performance is optimized.

Let's work together, beyond busyness, towards a future where your team achieves more by doing less. **It's time to reclaim productivity and redefine success in your organization.**

- [Book a free 30 minute call here.](#)
- Learn how the Busy Barometer Results can help your organization.
- Receive a tailored program to enhance your team's performance and productivity.

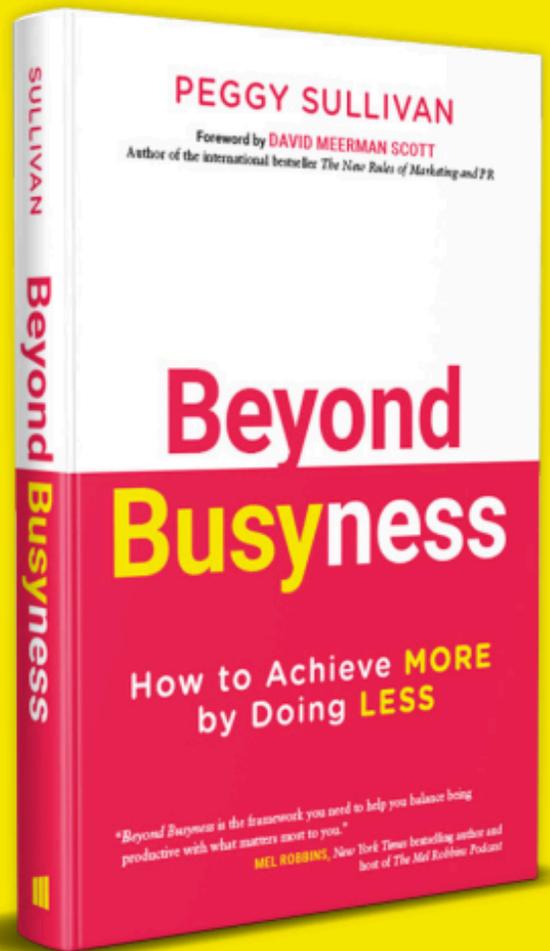


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ACHIEVE **MORE**
BY DOING **LESS**
WITH THE HELP
OF GLOBAL
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THOUGHT LEADER
PEGGY SULLIVAN

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“As a certifiable ‘Busyness addict,’ I totally relate to Peggy Sullivan’s story. I only wish I’d had her research sooner. *Beyond Busyness* is the framework you need to help you balance being productive with what matters most to you.”

—**MEL ROBBINS**, *New York Times* bestselling author
and host of *The Mel Robbins Podcast*

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