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SECOND ANNUAL CFW REPORT REVEALS WIDESPREAD DEPLETION IN THE WORKPLACE AND WHAT ORGANIZATIONS CAN DO TO HELP

90% of Respondents Say They Are Depleted At Least Some of the Time

[Download the report here.](#)

BOSTON, Nov. 19, 2025 — The second annual report from the Conferences for Women (CFW) reveals the heavy toll depletion is taking on women—and the costly implications for organizations. The 2025 survey, which gathered responses from 1,424 women across industries, highlights both the extent of the problem and how organizations can help.

The report shows that:

- 90% of women reported feeling depleted at least some of the time
- A significant one out of three report “usually” feeling depleted
- Nearly two-thirds said depletion affects their health, energy, motivation, creativity, or focus
- 72% said it leads to lower engagement and morale
- 55% said it leads to decreased productivity and innovation

“Feeling depleted makes me want to take more time off,” one respondent said. “I end up logging into work later than I wanted to because I struggle to want to log in. I also feel like I am not as productive as I could/should be.”

About the Conferences for Women

Conferences for Women (CFW) is a nonprofit, nonpartisan organization and industry

leader dedicated to accelerating leadership, career growth, and wellbeing across every career stage and industry. For over 25 years, individuals and organizations have turned to CFW for transformative learning experiences that drive success in a rapidly changing world.

Serving thousands of companies, CFW helps strengthen retention, build organizational capacity, and foster workplace cultures where everyone can contribute fully. More than a million professionals have benefited from CFW's programs—gaining the skills, insights, and connections needed to grow and lead at every career stage.

Path Forward

CFW's new report findings echo extensive research showing that depletion undermines not only individuals but also organizations through lost productivity, performance, and innovation.

At the same time, it points to clear solutions, with 81% of respondents saying they'd feel more engaged if their organization offered more support through participation in CFW offerings, with benefits including:

- Higher motivation (56.1%)
- Greater leadership and mentoring capacity (38%)
- Increased loyalty and engagement (33.4%)

"Having structured support from my organization would make me feel valued—and more motivated to give back in return," said another respondent.

When asked about the most meaningful opportunities to provide support, women emphasized skill-building (49%), coaching or career guidance (46%), and mentorship (42%). Topics of greatest interest included leadership and influence, navigating uncertainty and change, setting boundaries and avoiding burnout, and career pivots or reinvention.

"I don't just want to get through the day. I want tools that will help me grow and lead—even in difficult times," another respondent said.

Taken together, the results underscore both the urgency and the opportunity: depletion is widespread and costly, but organizations have a clear path forward by investing in support that helps their people grow, lead, and contribute at their full capacity.

Download the report [here](#). Learn more about CFW [here](#).