



WELLBEING IN THE WORKPLACE

Improving company culture

EVALUATE YOUR WORKPLACE



**HEALTHY OR
STRESSFUL?**



CREATIVE INSIGHT



**USE REWARDS NOT
PUNISHMENTS**



BURNOUT



- The World Health Organization defines burnout as a syndrome of “chronic workplace stress that has not been successfully managed.”
- According to the 2020 Global Culture Report, 79% of employees are experiencing mild, moderate, or severe burnout. ³
- Just over half of employees (52%) felt that productivity and the bottom line mattered more to their organization than people. ³
 - 36% shared their job has negative effect on their physical health
 - 38% agreed their situation at work is hurting their ability to be happy in other aspects of life



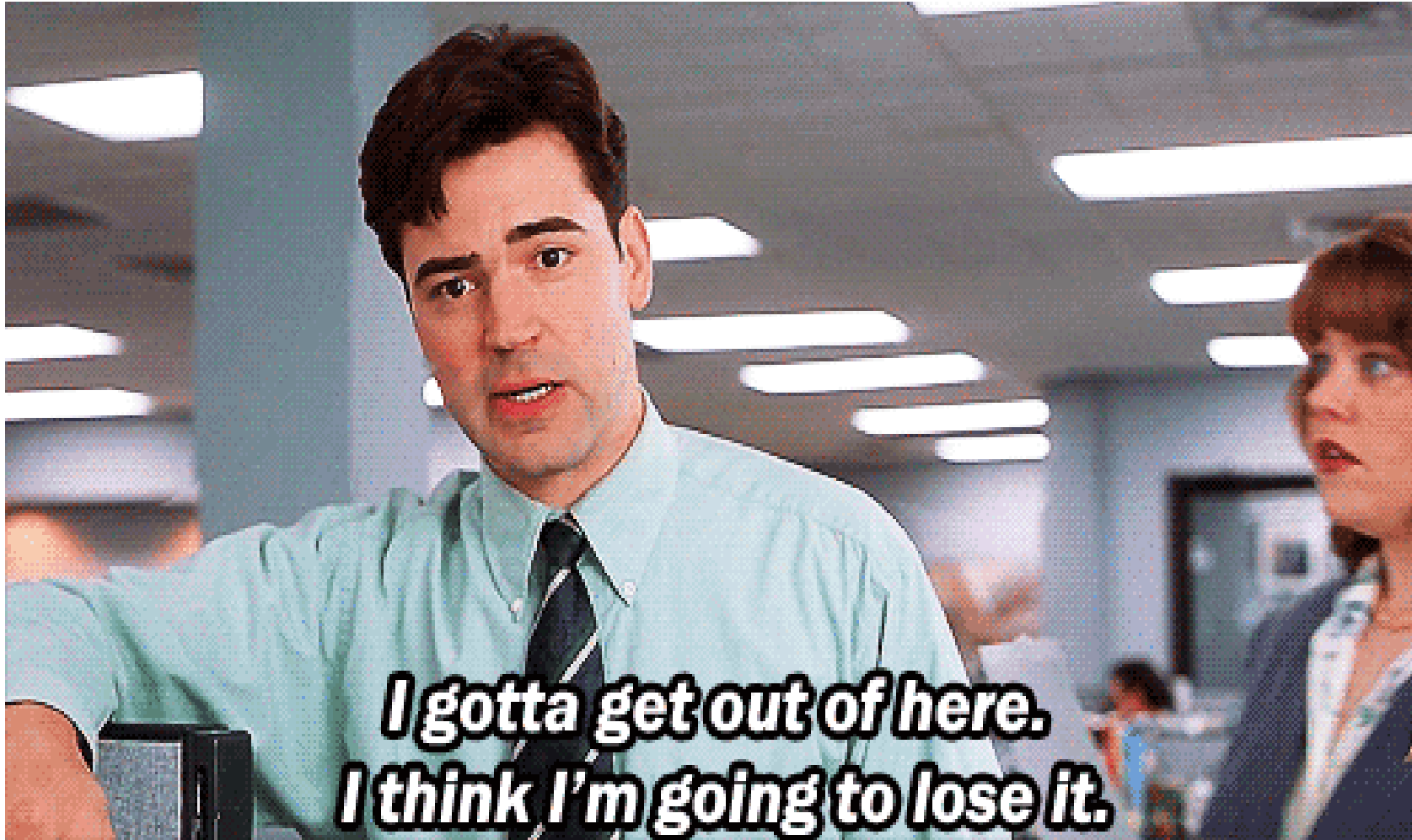
HIGH COST OF BURNOUT

- 120,000 deaths per year
- \$190 billion in healthcare spending
- 50 % of annual employee turnover ¹



5 SIGNS OF A TOXIC WORK ENVIRONMENT

- High turnover
- Negative cliques
- Managers have favorite employees
- Major communication problems
- Inconsistency in following policies



***I gotta get out of here.
I think I'm going to lose it.***



FACTORS THAT LEAD GOOD EMPLOYEES TO LEAVE

- Gossiping – Backbiting
- Lies & lack of transparency
- No room for growth
- Employees do not feel connected to their managers/fellow employees
- Pay isn't fair or reasonable
- Managers fail to keep their word ⁵



SOLUTIONS





DRIVING A CULTURE OF WELLBEING

- **You need to feel accomplished**
 - Sense of accomplishment is the strongest driver of happiness in employees
- **You need positive reinforcement**
 - People want to feel appreciated
- **You need to like your co-workers**
 - Gallup poll found that close work friendships boost employee satisfaction by 50%²
- **You need some level of autonomy**
 - Employees need to make some decisions on their own



LEADERSHIP, ESPECIALLY DIRECT MANAGERS MAKE A DIFFERENCE

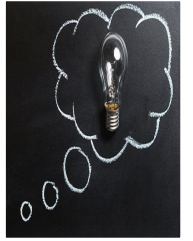


- Recognition has a very clear impact on employee wellbeing for both the giver & receiver
- Engage your employees from day one
- Encourage employee skill advancement & learning opportunities with time to study
- Hold brainstorming meetings- leads to enhanced creativity & problem solving skills
- Get your staff excited about future opportunities – provide a vision for the future of the company
- Enhance engagement by allowing employees to make decisions, innovate & lead



DRIVING A CULTURE OF WELLBEING

- **You need to feel accomplished**
 - Sense of accomplishment is the strongest driver of happiness in employees
- **You need positive reinforcement**
 - People want to feel appreciated
- **You need to like your co-workers**
 - Gallup poll found that close work friendships boost employee satisfaction by 50% ²
- **You need some level of autonomy**
 - Employees need to make some decisions on their own



BUILDING CONNECTIONS IN THE WORKPLACE

Give employees physical & mental space to reflect, take a break & engage with each other





INVEST IN WORKPLACE CHANGES THAT INTEGRATE WITH PEOPLE'S LIVES & REDUCES STRESS

Take a look at structures in your workplace; **ask yourself which ones exist simply because it's always been done that way.**

- Is 9 to 5 schedule 100% necessary? A flexible work schedule may be welcome to your employees
 - Come in a little late or leave a little early to take care of personal matters
- Remote work an option?
- 52% of Gen Z employees prefer job variety over a promotion.³



GENERATIONAL DIFFERENCES

“Boomers have been autocratic leaders that are all about command, control and policies, such as working nine-to-five. Millennials want to create a more collaborative environment where they exchange ideas with peers and accomplish a mission instead of a corporate culture that’s rigid with policies and procedures.”

—SEAN GRABER, CEO VIRTUALI



GENERATIONAL DIFFERENCES

Millennials are now becoming leaders who expect change:⁴

- **64%** Want to make the world a better place
- **79%** Desire a coach or mentor rather than a traditional boss
- **88%** Seek collaborative work culture rather than a competitive one
- **88%** Hope to incorporate work-life “integration” (as opposed to work-life balance)
- **74%** Ask for flexible work schedules



BUILDING CONNECTIONS TO THE COMMUNITY

Benefits include

- Sustainable
- Combats loneliness & relieves stress

Ways to encourage:

- Networking events
- Formal mentorships program
- Donation for employee's volunteer time



10 TIPS TO PERSONAL WELLBEING

LET'S PUT THE PIECES TOGETHER



- 1. Get proper sleep**
- 2. Build your support system**
- 3. Exercise**
- 4. Try meditation**
- 5. Manage stress**
- 6. Get outside**
- 7. Practice gratitude**
- 8. Listen to music**
- 9. Eat healthy**
- 10. Remember all feeling are okay!**

WORKS CITED

1. <https://www.wsj.com/articles/the-hidden-costs-of-stressed-out-workers-11551367913>
2. <https://www.gallup.com/workplace/237059/employee-burnout-part-main-causes.aspx>
3. <https://www.octanner.com/global-culture-report.html>
4. <https://www.forbes.com/sites/robasghar/2014/01/13/what-millennials-want-in-the-workplace-and-why-you-should-start-giving-it-to-them/#7ce>
5. https://youtu.be/PiKp_yOG47w