Mental Health at Work

Why We Keep Missing the Mark
CONTROL RISK

MINIMIZE COST

TAKE CARE OF EMPLOYEES
#iquit
#traumabonding
3% of Black workers surveyed said they wanted to return fully in person.
Is work *working* for people?
53% of U.S. workers say they’re stressed on a daily basis.

Americans are among the most stressed out workers in the world, and ongoing debates about in-person versus remote work could be a big reason why, according to Gallup’s latest report on the state of the global workforce.

More than half, 53%, of U.S. workers say they’re stressed on a daily basis, and it jumps higher for women — 57%, among the highest shares in the world. It’s a notch higher than the 44% of global workers who say they’re stressed every day.

Paradoxically, at 34%, U.S. workers are more likely than the global average to feel engaged at work, which Gallup defines as when people feel proud of the work they do, take ownership and are willing to ‘go the extra mile’ for colleagues and customers.
Top Factors for Leaving?

54% » I don’t feel valued by my organization

52% » I don’t feel valued by my manager

51% » I don’t feel a sense of belonging at work

Source: 2021, McKinsey. Great Attrition’ or ‘Great Attraction’? The choice is yours.
What Do Workers Want Most?

35%  » **Flexibility & Safety:** Over one-third say they’re more likely to look for a new job if they’re forced to work in an office full-time.

34%  » **Communication & Transparency:** More than one-third of people did not agree that there was open and honest communication at their company.

68%  » **Support:** Just over two-thirds of people feel supported in their efforts to adapt to organizational changes, up from a 51% in 2021.

Source: Qualtrics 2022 Employee Experience Trends Report
What Actions Matter?

Everyone at this company can succeed to their full potential no matter who they are: 76% agree.

Senior leadership’s actions show they are genuinely committed to building a diverse and inclusive workforce: 75% agree.

I feel a sense of belonging at this organization: 83% agree.

Source: Qualtrics 2022 Employee Experience Trends Report
Offering Flexible Remote Working Is Not Enough

Top 5 Interventions for Supporting Work-Life Balance:

1. Offering increased paid time off (91%)
2. Offering increased support for parents (89%)
3. Focusing on productivity, rather than working hours (89%)
4. Asking your employees how they would like to improve the work-life balance (84%)
5. Providing managers and leadership with training around promoting work-life balance among colleagues (80%)

But only 31% of employees feel like their employer has taken steps to support their mental health

Source: WELCOA 2021 Workplace Resilience Study
Employees’ Health Concerns Are Changing. Are Employers Changing Their Approach?

29% » Won’t always take a sick day

61% » Of those who won’t take a sick day cite heavy workload as the reason

20% » Often worry about work problems

Source: Qualtrics 2022 Employee Experience Trends Report
Low-fat, high fiber diet, 7+ hours of sleep a night, Blood pressure under 140/90, Meditation, mindfulness, yoga, Up-to-date preventative screenings Regular check-ups Exercise 30 minutes a day

Pandemic fatigue, physical safety concerns, children returning to school, loss of wage, COVID exposure, caregiving, and sleeplessness, and unrelenting VUCA
Why do we keep missing the mark?

Not following our humanity

Not following the research
Curious?
Have we earned the right to address workplace wellbeing?
Dignity + Respect
I want everybody to feel like somebody.
Thank You

Contact me at saramartinwellbeing.com