

Mental Health at Work

Why We Keep Missing the Mark

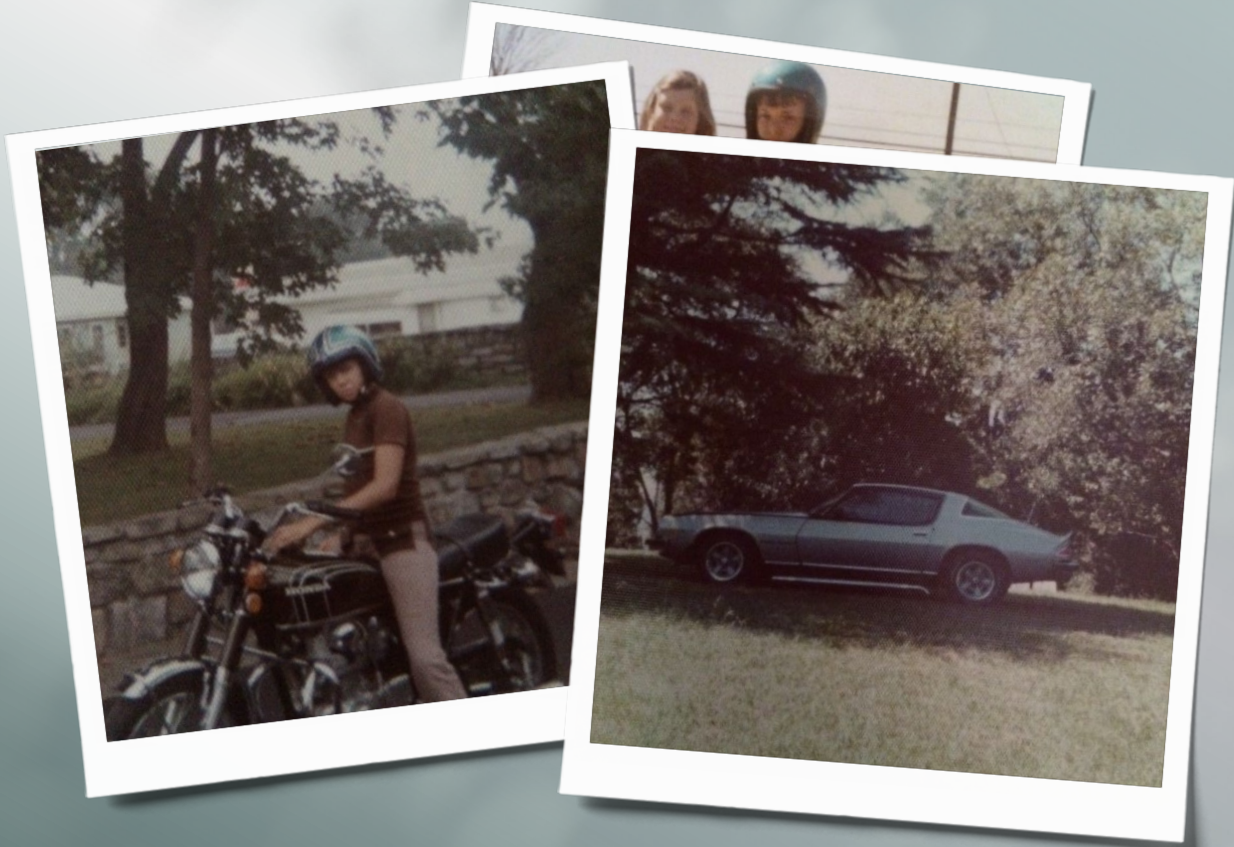


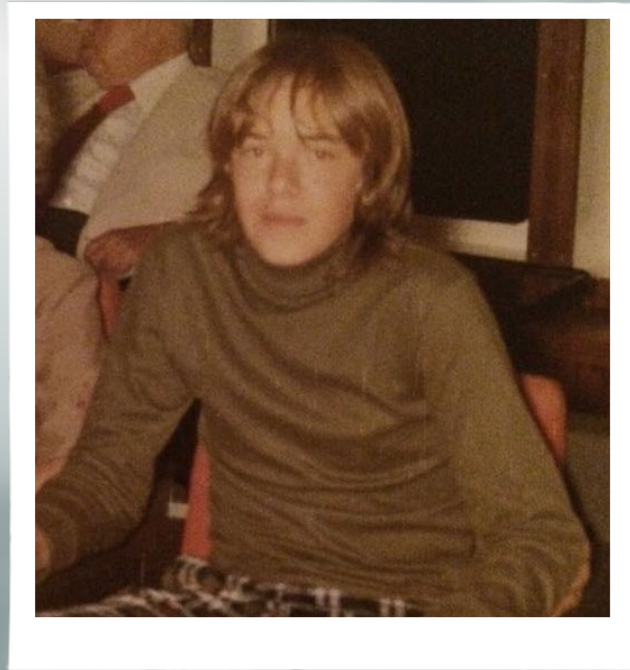
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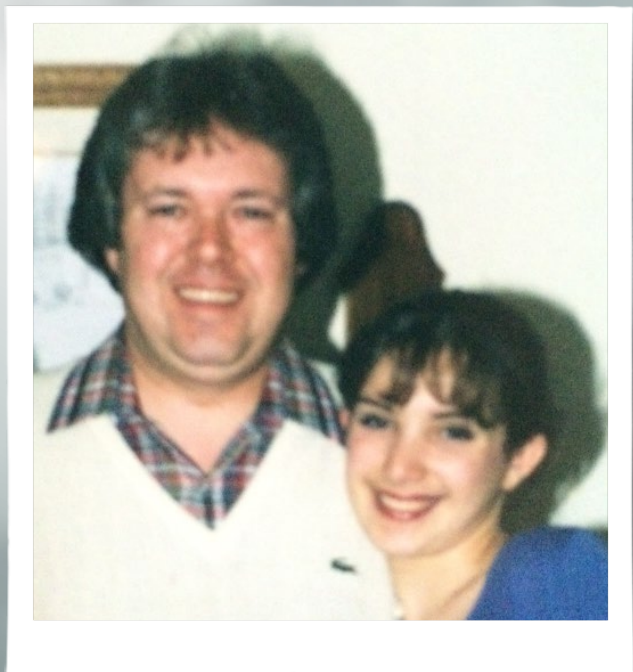














**CONTROL
RISK**



**MINIMIZE
COST**



**TAKE CARE
OF
EMPLOYEES**



#iQuit



#traumabonding



3% of Black workers surveyed said they wanted to return fully in person.

IN HER WORDS

Return to Office? Some Women of Color Aren't Ready

After more than a year of virtual work, employers are making plans to get back to the physical workplace. That has many workers worrying about the return of microaggressions and bias, too.

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Is work *working* for
people?



53% of U.S.
workers say they're
stressed on a daily
basis.

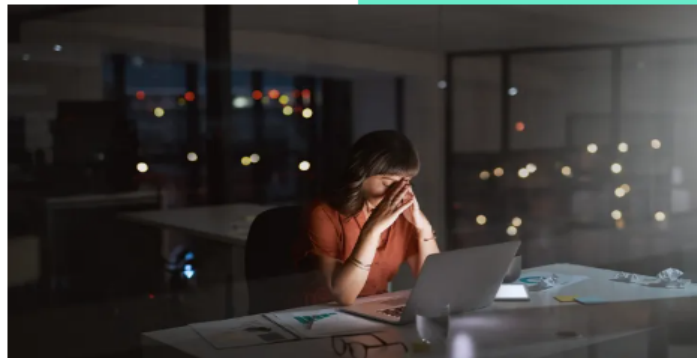
How return-to-office battles and remote work are making America's burnout problem worse

Published Tue, Jun 13 2023 8:00 AM EDT



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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.*



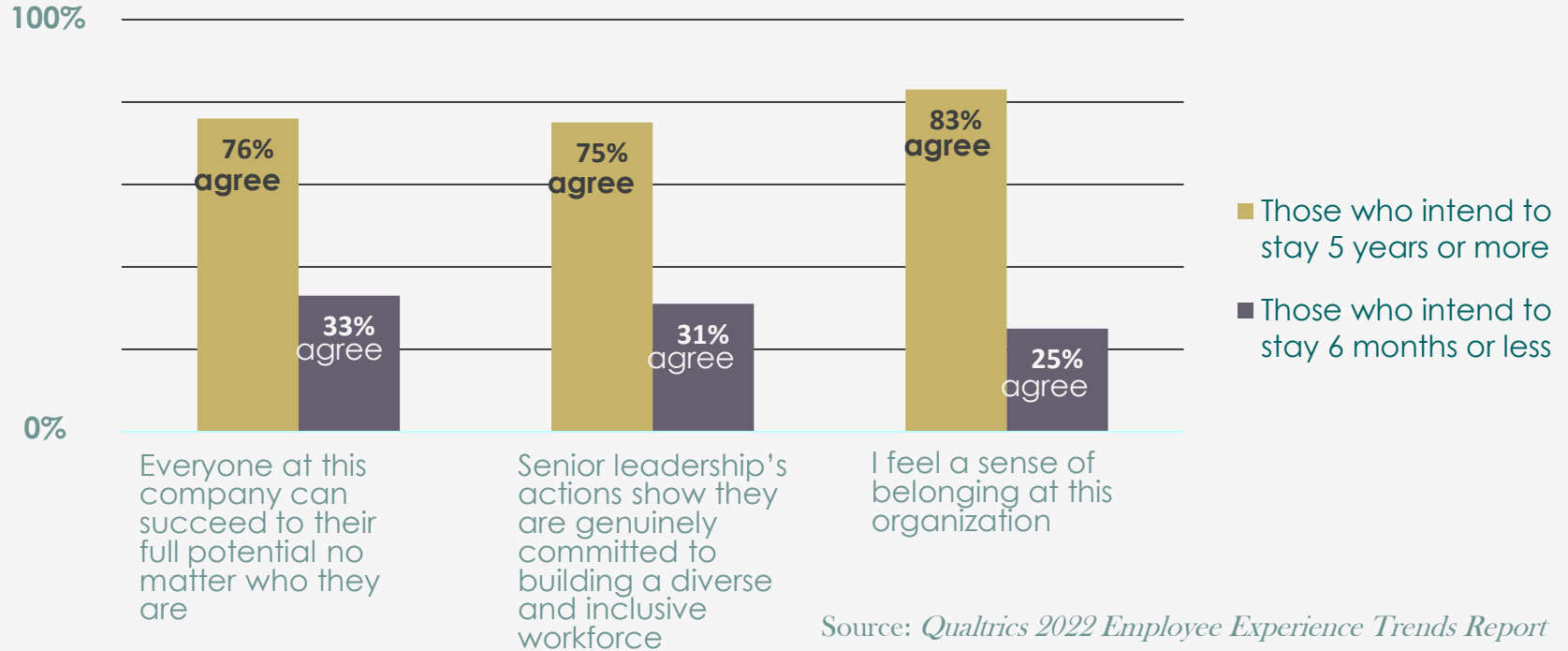
What Do Workers Want Most?

- 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?



OFFERING FLEXIBLE REMOTE WORKING IS NOT ENOUGH



86%

of **employers** are offering flexible remote work



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

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%)



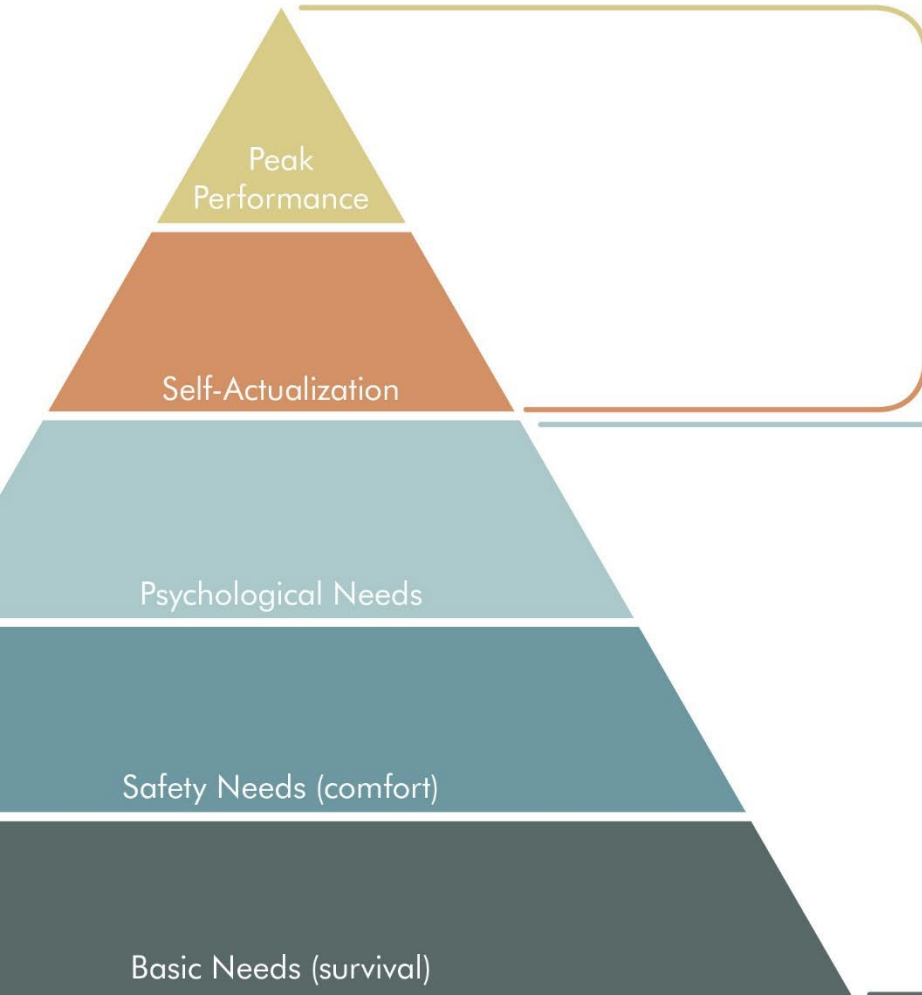
Employees' Health Concerns Are Changing. Are Employers Changing Their Approach?

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



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