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THE POWER OF A POSITIVE WORKPLACE

THE PROBLEMS WITH PRESSURE

In the past, businesses believed that a high-pressure culture will drive their financial success, but this belief has been proven both wrong and costly.

Healthcare costs at companies with pressurized work environments are nearly 50% higher than at other companies.

Consider these statistics (BMC Public Health 2018) and it's easy to see why the high-pressure workplace is failing:

- Workplace stress causes 550 million lost workdays annually.
- 60%-80% of workplace accidents are stress related.
- 80% or more of doctor's visits are triggered by stress.
- Pressure at work is also linked to a lack of engagement and lack of loyalty.

MAKING THE CASE FOR WORKPLACE WELLBEING

It's been shown that employees prefer "workplace wellbeing" to material benefits.

It started with perks such as office gyms, flex time, and telecommuting, but a Gallup poll showed that the key to employee productivity is employee engagement – the

degree to which employees feel that they and their employer are joined in a common cause.

The Harvard Business Review (2015) cited these 4 essentials to creating a positive workplace.

Fostering social connections. This results in less sick time and better job performance.

Demonstrating empathy. This equates to stronger, resilient relationships.

Going the distance to provide help. A key ingredient in loyalty and trust.

Encouraging communication about problems. This leads to a "safe" culture where problems are understood and solved.

To sum it up: When a company has a positive culture – in which recovery practices are embraced – it can achieve better financial performance, customer satisfaction, productivity, and employee engagement.

