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wellness

PUT YOUR WELLNESS STRATEGIES TO WORK

(date)

About Me

- Over 20 years in the corporate world working for large companies such as AOL, Bloomberg, & Franklin Templeton where I was actively involved in DEI, mentoring, leadership, advocating for better parental leave policies, and overall culture change.
- BS, MBA, Certified Executive Health & Wellbeing Coach, and Fair Play Facilitator (based on the NY Times Best Selling book by Eve Rodsky).
- Former collegiate swimmer passionate about fitness health and nutrition and my personal story with burnout was recently featured in the Wall Street Journal, which was what inspired me to pivot into coaching.

THE WALL STREET JOURNAL.

TECH | FAMILY & TECH: JULIE JARGON

Moms Are Struggling With Burnout. Is It More Work to Let Dads Help?

Sarah Sperry was on autopilot as she worked long hours, cared for three children and carried the mental load of her household. Then she had a panic attack at work.

Her husband, Chris Sperry, didn't realize how overwhelmed she had become with scheduling doctor's appointments, keeping track of the kids' homework and managing the mom text chains. The reason? She didn't talk about it or try to delegate, until she couldn't take it anymore.

Moms have been struggling to hold it together for a long time. They have become extreme multitaskers, playing whack-a-mole with emails, texts, calendar apps and other alerts—technology that both helps and adds to the feelings of overwhelm.

The pandemic only magnified the burden of this unpaid, and often unacknowledged, labor. Motherly, a women's well-being company, surveyed more than 17,000 mostly millennial and Gen Z mothers for its annual "State of Motherhood" survey in March. It found nearly half are their families' primary breadwinners. And half of that subset said they still handle a majority of the household chores, while even more report managing kids' schedules and coordinating child care.

The result is exhaustion. Many women have either exited the workforce or re-evaluated their career goals as a result of burnout.



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**“I can’t change the world, but
I can make my own little
corner of it pretty nice.”**

So take a breath....

Today's Talking Points

- Building an open culture
- Leading with empathy
- Burnout/Identifying stress triggers
- Work life balance and learning to actively relax
- Boundary Setting- becoming more organized to increase productivity.

= Personal & Career
Growth

Building An Open Culture To Promote Employee Wellbeing

A February 2022 Gall-Up poll showed 61% of those surveyed cited greater work life balance and wellbeing as very important in seeking out a job (compared with 53% in 2015).

Gallup workplace studies also show just how burned out overwhelmed and stressed out the workforce is at large....

- About one million Americans miss work each day because of stress.
- Depression-induced absenteeism costs US businesses \$51 billion a year, as well as an additional \$26 billion in treatment costs.
- More than 50% of workers are not engaged at work as a result of stress, leading to a loss of productivity.
- Companies spend around 75% of a worker's annual salary to cover lost productivity or to replace workers.

Gallup's research has also found that teams who are most likely to feel the organization cares about their wellbeing achieve higher customer engagement, profitability, productivity, lower turnover, and have fewer safety incidents.

<https://www.stress.org/workplace-stress>

<https://www.gallup.com/workplace/389807/top-things-employees-next-job.aspx>

Building An Open Culture

To Promote employee Wellbeing

Culture is essentially a company's brand....

And is based on:

- Values/Mission
- Leadership
- People
- Trust
- Openness
- Inclusivity and Authenticity
- Adaptability
- What else?

Individual teams can build their own subculture too- and should stress the values, mission and culture of the team in their day to day management.

<https://professional.dce.harvard.edu/blog/six-tips-for-building-a-better-workplace-culture/>

<https://www.shrm.org/resourcesandtools/tools-and-samples/toolkits/pages/understandinganddevelopingorganizationalculture.aspx>

Building An Open Culture

To Promote employee Wellbeing

Describe the culture of each company (first word that comes to mind).

Facebook/Meta

Lululemon

Nike

Robinhood

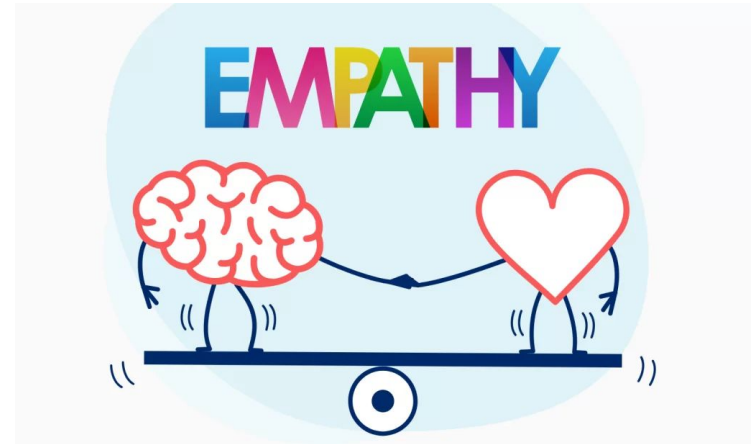
“Employees who believe that management is concerned about them as a whole person — not just an employee — are more productive, more satisfied, more fulfilled. Satisfied employees mean satisfied customers, which leads to profitability.”

-Anne M. Mulcahy, CEO, Xerox

Leading with Empathy

To Promote employee Wellbeing

- Empathy is THE most important leadership skill according to recent research.
- A recent Catalyst study found that in corporate culture empathy is linked to:
 - Innovation
 - Engagement
 - Retention
 - Inclusivity
 - Work-Life Balance



Leading with Empathy

To Promote Employee Wellbeing

- Empathy is a learned behavior and also can be modeled for others
 - In a study by [Lund University](#), children as young as two demonstrated an appreciation that others hold different perspectives than their own.
- Modeling empathy to others on your team will shape your future leaders at this company.
- Demonstrating empathy
 - Listen, listen, listen
 - Ask questions about each others lives
 - Check in with each other (not just about job responsibilities)
 - Leave your ego at the door
 - Align words with actions
 - Brush up on your mental health/health benefits so if someone is struggling you can provide solutions to them.

Leading with Empathy

To Promote Employee Wellbeing

On the flip side:

- CEO's, other executives and middle management have high pressure jobs and are faced with stressful decisions everyday. It's just as important for staff to try and have empathy for it's leaders.
- Leaders need to model self care and taking care of their health so employees feel like they can too promoting better wellbeing across the company.
- “Serious Leaders Need Self Care Too”
<https://hbr.org/2020/10/serious-leaders-need-self-care-too?registration=success>
- “Leadership, Stress and the Importance of Self Care”
<https://www.forbes.com/sites/forbescoachescouncil/2020/02/21/seven-self-care-strategies-of-successful-leaders/?sh=68f2a18b54f1>
- “Seven Self Care Strategies of Successful Leaders”
<https://www.mercer.com/our-thinking/career/voice-on-talent/leadership-stress-and-the-importance-of-self-care.html>

What Do We Mean By Burnout?

“Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions: feelings of energy depletion or exhaustion; increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and reduce professional efficacy.”

- The state of emotional/physical/mental exhaustion caused by excessive and prolonged stress. It occurs when you feel overwhelmed, emotionally drained, and unable to meet the constant demands being thrown at you.
- As the stress continues you begin to lose interest and motivation and can become cynical, resentful, feel helpless, or hopeless.
- Burnout reduces your energy level leading to lower levels of productivity eventually making you feel like you have nothing left to give.
 - The WHO recently diagnosed burnout as an official medical condition
 - Recent studies show women are more likely to suffer from burnout than men.
 - Another HR study found that nearly 75% of all workers will experience burnout at some point in their careers.
 - And COVID has only exacerbated this burnout rate.
 - Parental burnout during the pandemic- one of the latest surveys on the subject by researchers at The Ohio State University found that 66% of parents reported being burned out.

https://www.who.int/mental_health/evidence/burn-out/en/
<https://www.techrepublic.com/article/covid-19-has-exacerbated-a-75-i-b-burnout-rate-study-says/>

Symptoms of Burnout

Burnout symptoms can be mental and physical

- You are exhausted all the time
- Caring about your work/home life seems like total waste of energy/time
- You feel like nothing you do makes a difference or is appreciated.
- Lowered motivation levels and increased resentment/cynicism
- Detachment and feeling alone
- Lowered immunity/frequent illnesses/injury
- Feeling bloated
- Trouble with sleep patterns
- Frequent headaches or muscle pain
- Experiencing panic attacks or anxiety
- Elevated levels of cortisol for a prolonged period of time



Stress Vs Burnout

Stress vs. Burnout	
Stress	Burnout
Characterized by over-engagement.	Characterized by disengagement.
Emotions are overreactive.	Emotions are blunted.
Produces urgency and hyperactivity.	Produces helplessness and hopelessness.
Loss of energy.	Loss of motivation, ideals, and hope.
Leads to anxiety disorders.	Leads to detachment and depression.
Primary damage is physical.	Primary damage is emotional.
May kill you prematurely.	May make life seem not worth living.

Burnout Vs Stress (cont.)

“Burnout is more serious than job stress. You can’t cure it by taking an extended vacation, slowing down or working fewer hours. Once it takes hold, you’re out of gas, more than mere fatigue. The solution is prevention: good self-care and work-life balance to stop burnout in its tracks before it hits home in the first place.”

- Bryan Robinson PhD

“Women Workers Are More Likely To Experience This Medical Disorder Than Their Male Counterparts”

<https://www.forbes.com/sites/bryanrobinson/2019/11/06/what-job-illness-do-the-most-accomplished-women-have-in-common/#7ed9e52a2d89>

Causes of Burnout

Work related causes of burnout

- Feeling like you have little or no control over your work.
- Lack of recognition or reward for good work
- Unclear or overly demanding job expectations.
- Doing works that's monotonous or unchallenging
- Working in a chaotic or high-pressure environment

Personality traits can contribute to burnout

- Perfectionist tendencies, nothing is ever good enough
- Pessimistic view of yourself and the world.
- The need to be in control, reluctance to delegate to others.
- High achieving, Type A personality.

Lifestyle causes of burnout

- Working too much without enough time for socializing or relaxing
- Lack of close, supportive relationships
- Taking on too many responsibilities without enough help from others.
- Not getting enough sleep
- Then keeping yourself awake with coffee and other sugar based/processed foods

Identifying Stress Triggers

By learning to recognize your stress triggers, you can then implement tools to reduce them before a reaction occurs.

A stress trigger is a recurring pattern that generally elicits a strong emotional reaction.

In many cases we aren't even aware that certain interactions are generating a stress response.

Check in with yourself, pay attention to your body and ask:

- Are my muscles tensed or relaxed?
- Am I irritable?
- Do you get stuck in a negative feedback loop?
- Is your breathing deep or shallow?
- Is your heart racing?
- Are you holding your hands open or closed tightly in a fist?

Activity: Write down 3 or more stress triggers that you encounter throughout your day.

Examples could include: a toxic family relationship or roommate situation, a certain relationship at work, your children not listening, you being in a constant state of rushing, etc.

Are you Always Rushing?

Are you tired of always rushing?

Does your heart rate increase as you rush from meeting to meeting and place to place?

Do you experience forgetfulness because you are trying to pack too much into your day?



Are You Always Rushing?

If so you may be experiencing “hurry sickness” defined as “a behavior pattern characterized by continual rushing and anxiousness; an overwhelming and continual sense of urgency.”

Hurry sickness increases your body’s output of the stress hormone cortisol, which can cause long-term health problems. It can also affect your personal relationships too. “Go fast” working habits travel home with you and then can make it difficult to give your best to friends and family.

Research shows that spending as little as 5 mins a day creating a mindfulness practice, meditating, or focusing on your breath can help increase focus and help reduce stress and relieve your hurry syndrome.



Information Overload

- Brain overload, otherwise known as information overload has become a huge issue in our ever increasing digitized world and is exacerbated by the amount of multitasking we are expected to do in a day.
- Time is something we all have equal amounts of: 24 hours in a day, 168 hours in a week, and about 8,760 hours in a year. Yet there are many factors that influence how we spend our finite amount of time, including work and home responsibilities, personal interests and societal expectations.
- The human brain is in a constant state of distraction resulting in cognitive overload resulting in increased levels of cortisol the stress hormone.
- Information overload affects productivity, impacts our ability to make timely decisions, and essentially shuts down our brains.

WSJ tech columnist Julie Jargon writes: “Juggling Zoom, Slack, email and texts may make you feel productive, but here she explains research shows otherwise.”

<https://twitter.com/WSJ/status/1533841146048393216?mod=djemfamtech>

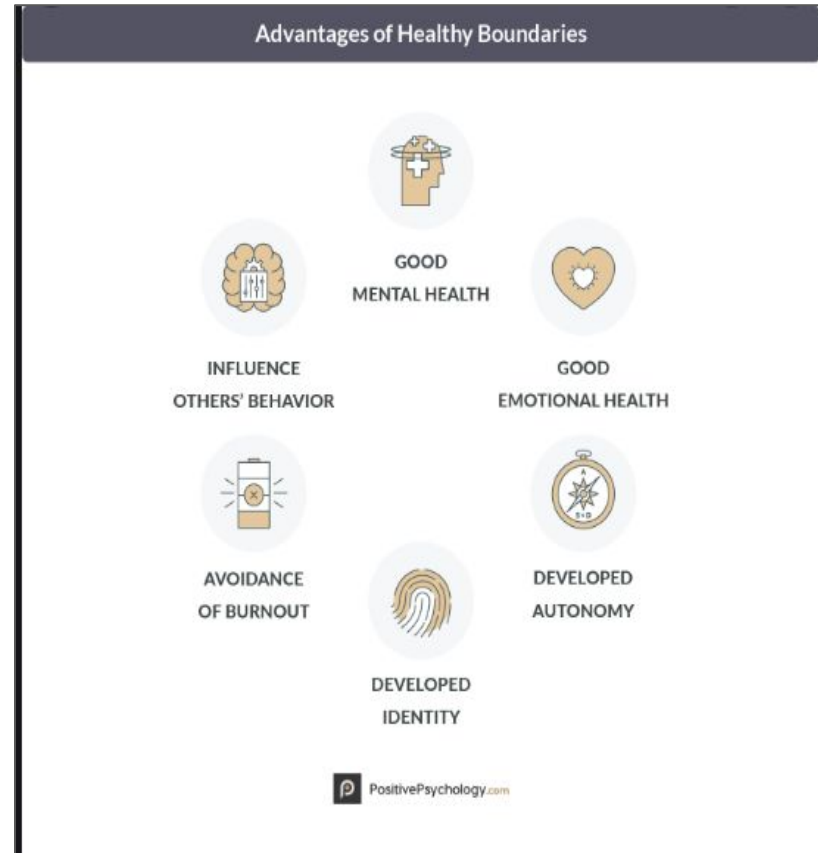
How do we learn to declutter our brains and block out all the noise?

Creating Better Boundaries To Find More Time.

- Boundaries can be physical or emotional, and they can range from being loose to rigid, with healthy boundaries often falling somewhere in between.
 - Boundaries also include work/digital/tech
- Rules for relationships and how we live our lives.
- Even though personal /work boundaries can be challenging to navigate, setting and communicating them is essential for our health, well-being and work/life balance.
- Studies show that job stress is by far the major source of anxiety for American adults and that it has escalated progressively over the past few decades. A big reason for this is that technology allows us to lead 24/7 work lives with virtually no boundaries.

What's In It For You?

- Good mental & emotional health
- Developed autonomy & identity
- Avoidance of burnout
- Influence others behavior
- Better Self Esteem
- Conserves Emotional Energy
- Allows you to feel more in control



Tips and strategies for Setting Healthy Work Boundaries...

- During COVID days bled into nights and nights bled into days.
- Creating boundaries around our workplace is even more critical in today's WFH environment.
- It also shows your boss, clients, and colleagues that you have a backbone.
 - Only we can teach people how we want to be treated!

- Guard your time.
- Pause before agreeing to take on an add'l task
- Own your calendar
- Examine your technology and communication habits/behaviors.
 - Do you pick up your phone first thing in the morning and last thing at night?
 - Are you answering emails late into the night before bed?
 - Studies show that being overly connected can cause psychological issues such as distraction, narcissism, expectation of instant gratification, and even depression.

- Work according to processes/systems/contracts
- Learn to delegate where appropriate

Conclusion

Cultures that value the mental health and wellbeing of its employees are more successful.

- Empathy and culture go hand in hand.
- Preventing burnout leads to better job performance.
- Learning to actively relax to calm your nervous system.
- How boundary setting leads to more time and better productivity.

**=Personal &
Career Growth**

QUESTIONS?