

Psychosocial Risk Trends from the Perspective of EAPs

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“We’re drowning in information, but starving for motivation. Despite self-improvement market peppering us with endless tips and tricks on how to live better, we’re struggling to put these techniques into action”

(Steven Kotler)



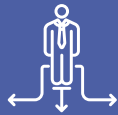
Overview

— Psychology of a Pandemic



Overview of the Data

Where have we come from and where are we now?



The issue of Burn out

The consequence of working in constant crisis mode



Organisational trends



Meaning and Purpose: The emerging protective factors



The Role of EAPs



Discussion and Resources Q/A

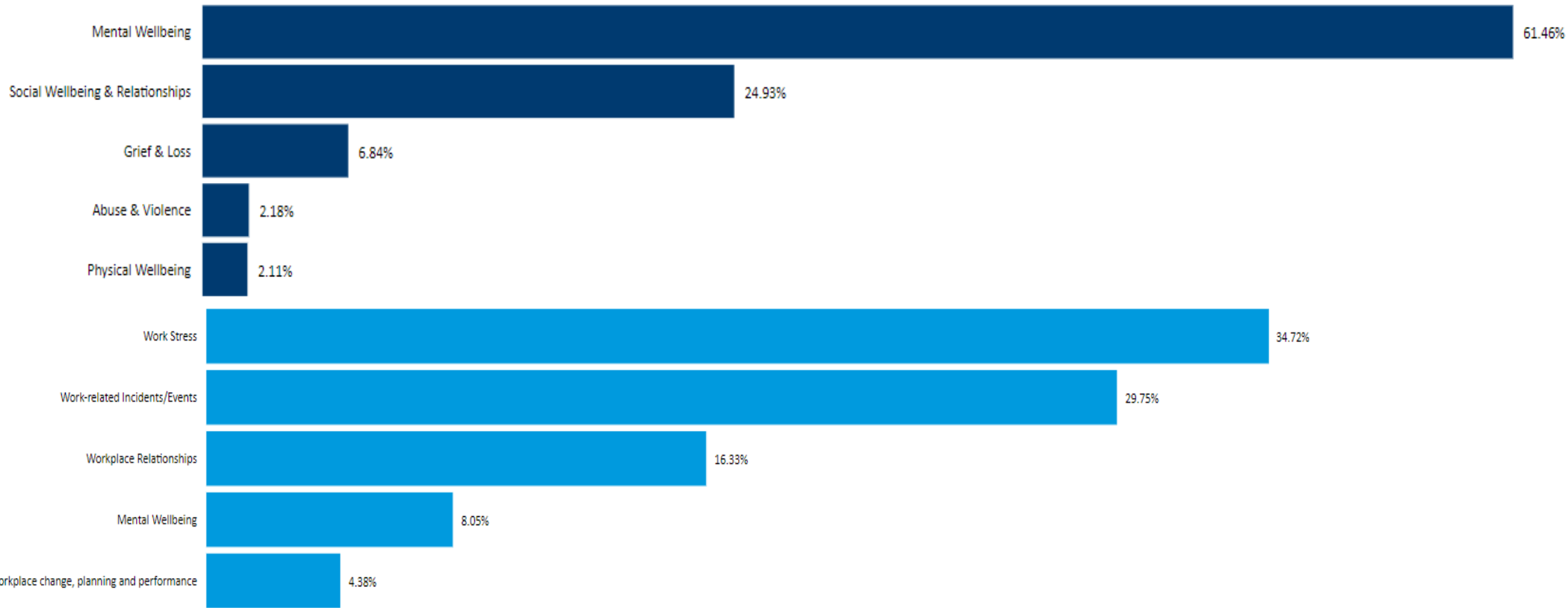
Top Personal and Work Issues

— July to Oct 2022

Top Personal Issues	%
Ongoing Stress	26.14%
Anxiety	18.07%
Relationship/Separation	9.01%
Other Mental Health Conditions	8.97%
Spouse/Partner	6.28%
Top Work Issues	%
Workload / Time Pressure	10.74%
Bullying/Harassment	9.36%
Work Life Balance	8.34%
Issues with Manager/Supervisor	6.80%
Work Satisfaction	5.51%

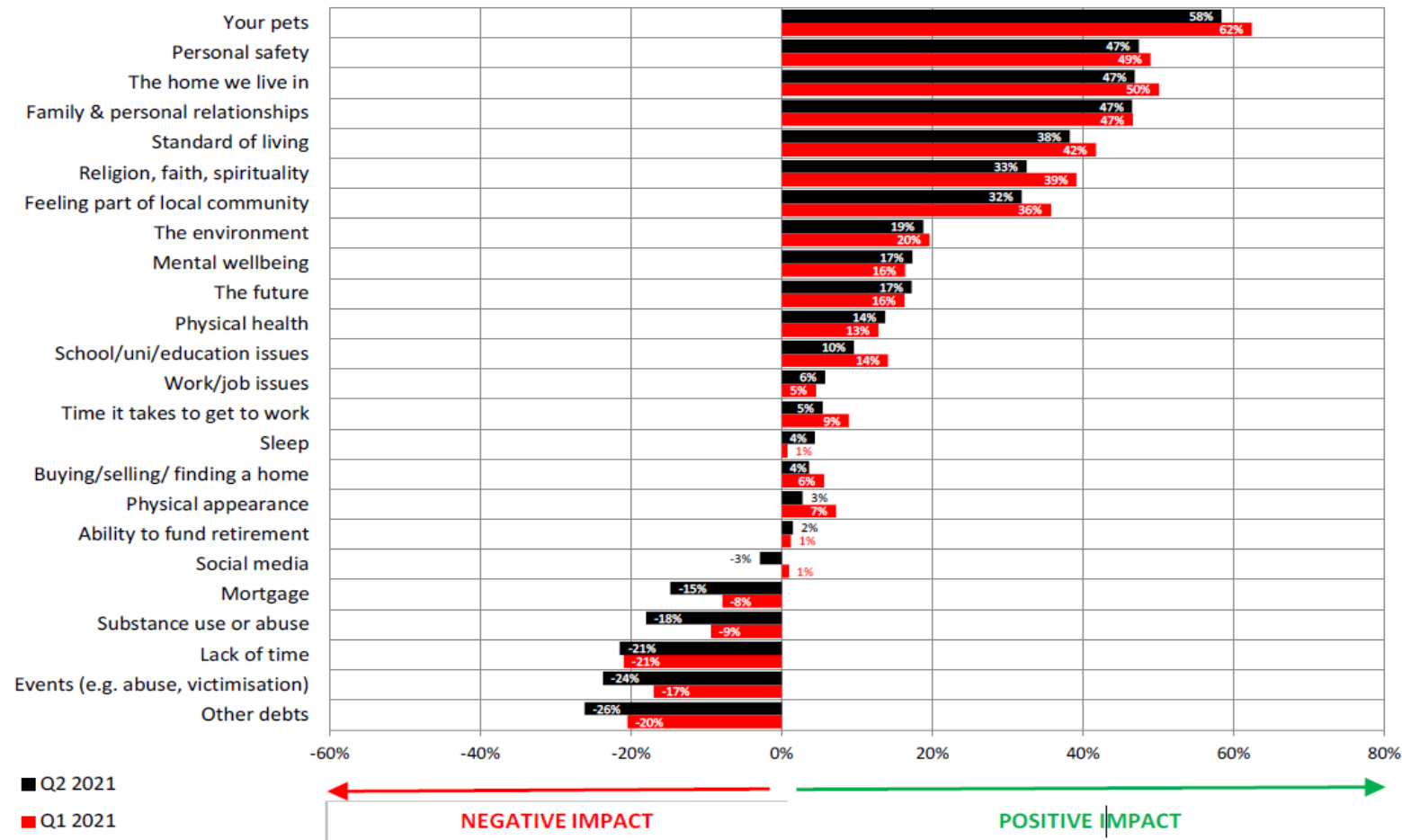
Top Personal and Work Classes

July to Oct 2022



NABHEALTH Australian Wellbeing Survey

WELLBEING DRIVERS (NET BALANCE)



Comparative Data – COVID

Personal Issue

Ongoing Stress 24%

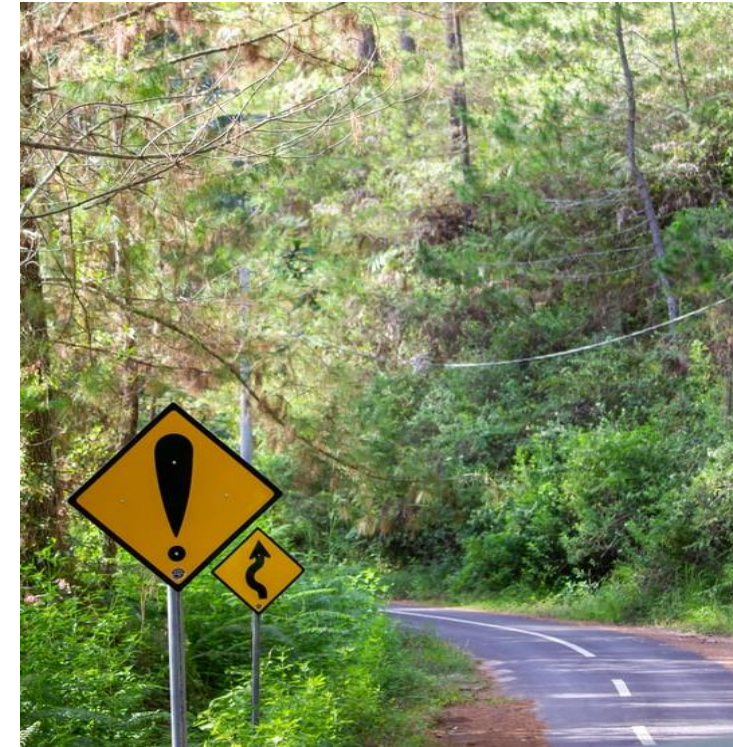
Work Issue

Job or Time Pressure 18.1%

Global Backdrop (The Economist):

16.5 mill deaths

1.5bn-3.6bn infections



28% of all presenting issues were impacted by COVID

A small green plant with a yellow flower growing out of sand. The plant has three green leaves and one yellow flower. It is growing out of a mound of light-colored sand. The background is a blurred, light-colored surface.

Identifying Burnout: Working in constant crisis mode

Physical, mental and emotional
exhaustion

Frequent feelings of cynicism,
anger or irritability

Reduced personal efficacy and
motivation






Trends for Organisations

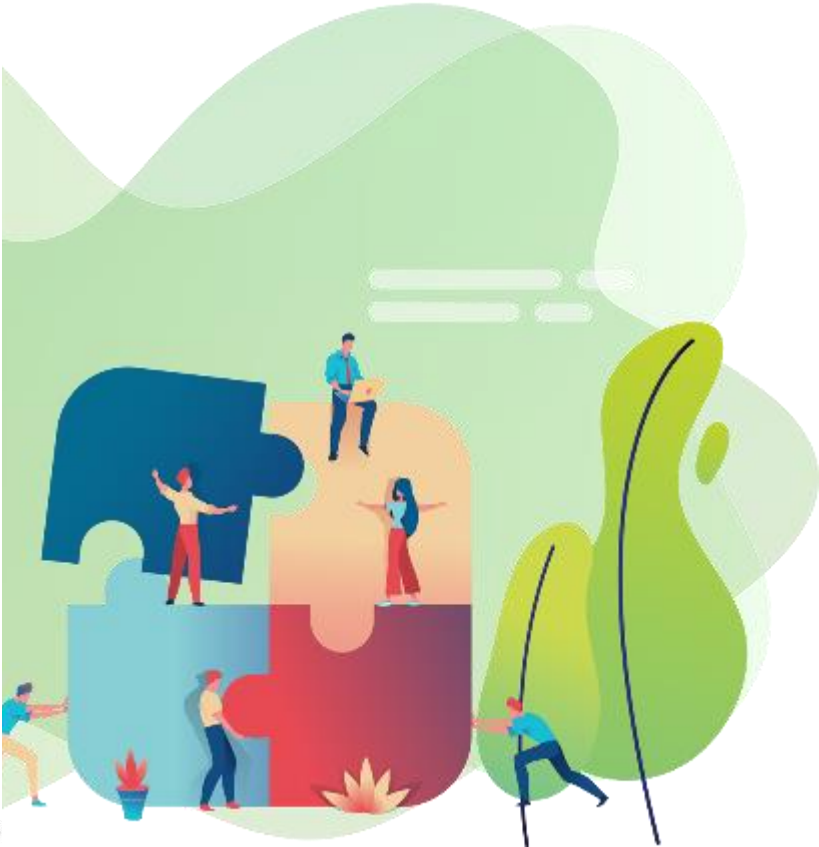
Trends for organisations

- Mental and Physical wellbeing have become a matter of survival
- Potential of the workforce to reinvent itself – upskilling, reskilling and mobility
- Importance of nurturing teams, not just individual. Motivation is easier to harness from a group
- Measuring flexibility desires and effectiveness in working remotely

FIGURE 3

Organizations can take a variety of actions to integrate well-being into work

	Organizational	Team	Individual
 Cultural <i>Building well-being into social behaviors and norms</i>		Model well-being behaviors such as taking micro-breaks or only making certain meetings video-focused	Be proactive and vocal about well-being needs
 Relational <i>Fostering well-being in relationships among colleagues</i>	Form teams based on worker preferences, working styles, and personal needs		Check in frequently, proactively, and consistently with colleagues on their well-being needs and preferences
 Operational <i>Including well-being in management policies, processes, and programs</i>	Embed well-being criteria in work scheduling, performance management processes, leadership evaluations, and rewards and recognition programs	Enable team agency and choice by allowing teams to adopt well-being practices best suited to them	
 Physical <i>Designing the physical workspace to facilitate well-being</i>	Design work environments to support workers' physical, mental, and emotional health needs	Leverage physical workspaces that promote team collaboration and performance	
 Virtual <i>Designing new technologies and virtual workspaces for well-being</i>		Use new technologies, like virtual reality, to train team members to navigate stressful situations (e.g., interacting with a frustrated customer)	Leverage wearable technologies and apps to help master distractions, increase mindfulness, and reduce anxiety



Source: Deloitte analysis.

Motivation: The Role of Behavioural Repetition

“The Folks that already sit in Meditation understand the benefits. It’s the ones that are too busy and too stressed to slow down and need it the most that are the hardest to reach”. Steven Kotler

Neurolinguistic Reprogramming – Retrain the Brain

ACTION will always precede motivation:

“We are designed to walk upwards”

Introducing the role of Accountability

Meaning and Purpose

***“The Pandemic has exposed our absolute inadequacy in the face of even a moderate existentialist challenge”
Psychologist***

A life of meaning correlates with decrease fear of death

Study of Frontline Workers in New York during first COVID wave

Mental Health Framework:

Decisions that are based on:

- Meaning and Purpose
- Work that correlates with our values
- Accountability for our life choices

The Hard Part

Where do you draw the Line on being Responsible for your own life” Author

Study of Two Groups

1st Group: high in defaulting to logic in moments of chaos and also default to personal responsibility

2nd Group: High in defaulting to emotional irrationalism and low in personal responsibility resulting in blame towards others

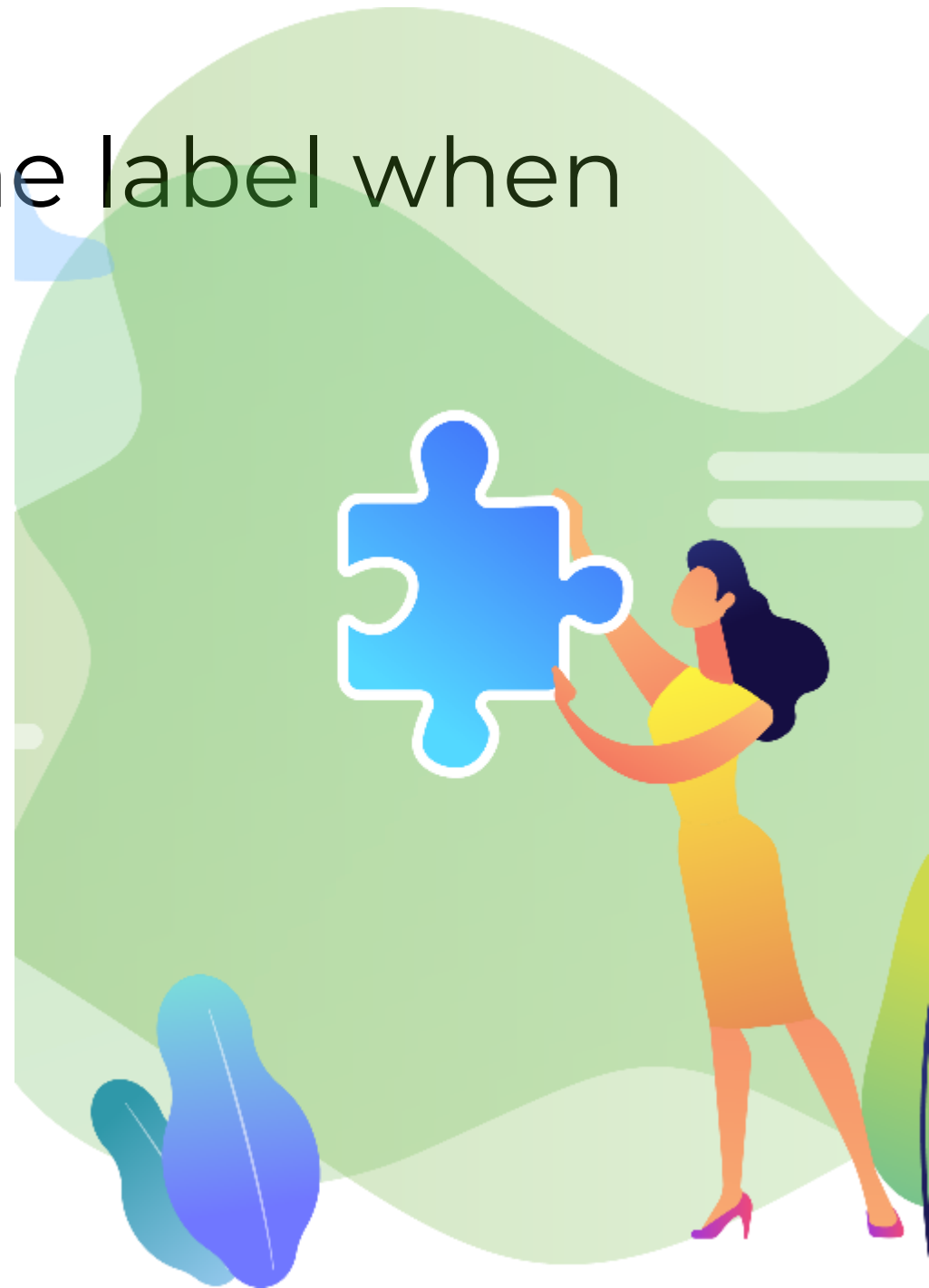
Strong mental health highly correlated with first group

Internal Vs External Focus

Maintenance Course

“It’s impossible to read the label when you’re inside the jar”

1. Accountability
2. Support
3. Rational thinking
4. Physical Activity
5. Meaning and Purpose



Discussion and Questions

