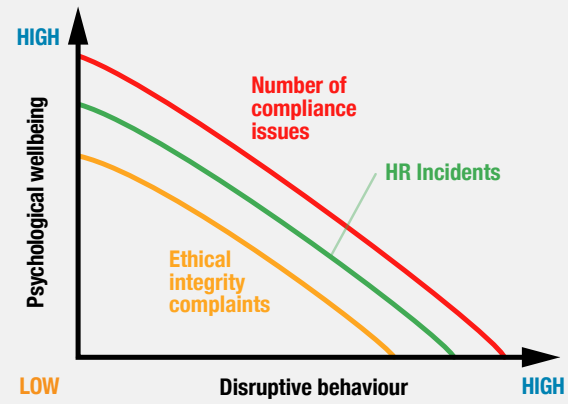
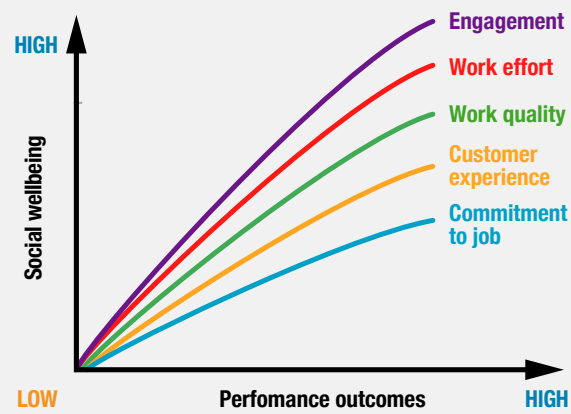


## Positive wellbeing reduces disruptive behaviour



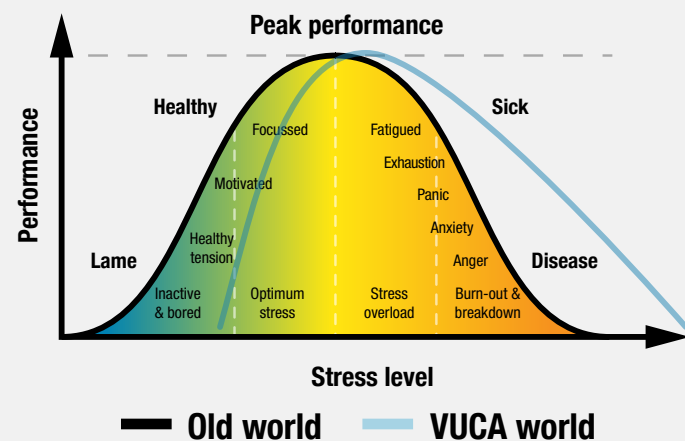
Sources: Available from EEK & SENSE

## Social wellbeing leads to better performance



Sources: Available from EEK & SENSE

## Excess stress sends us off-peak

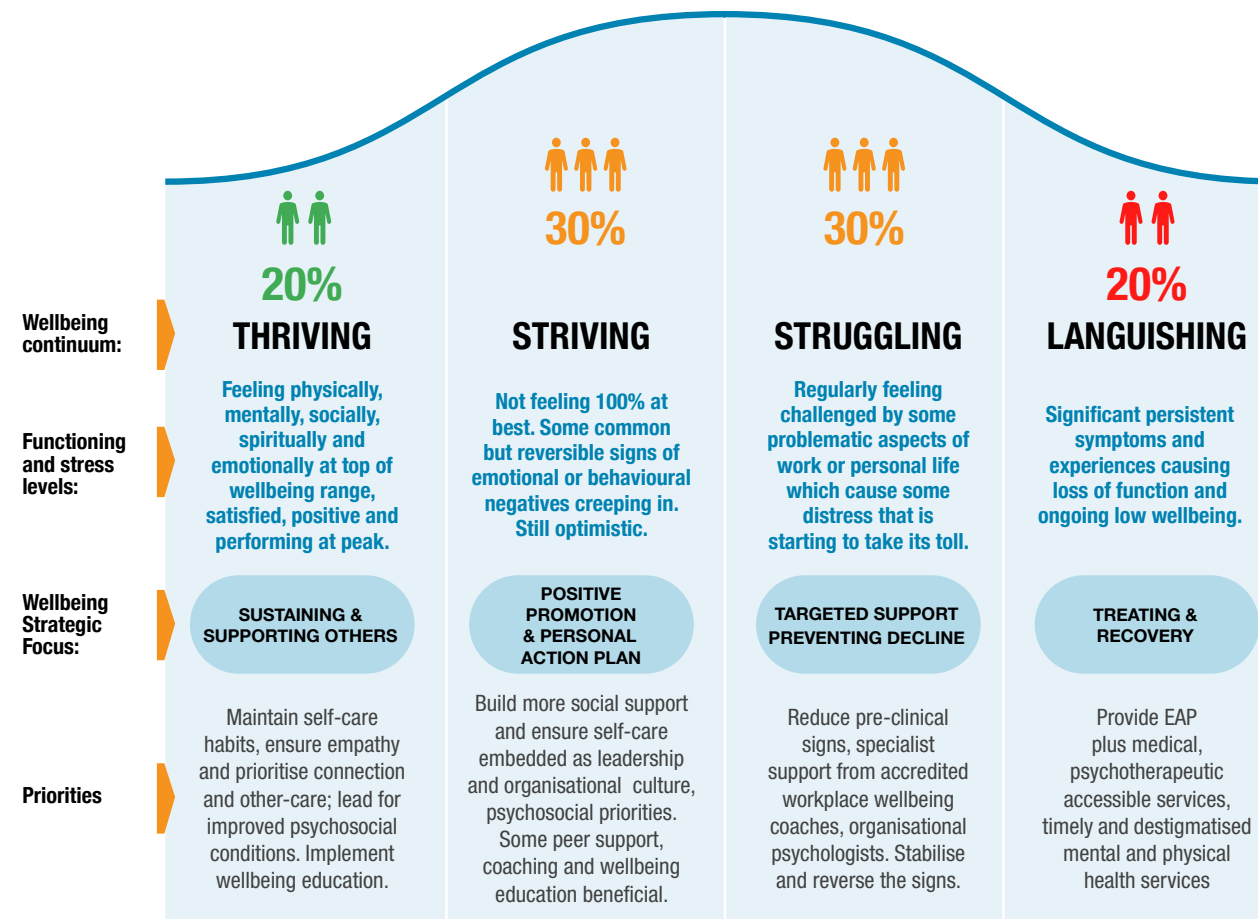


The Yerkes-Dodson law updated by EEK & SENSE 2019.



# Building economically and socially thriving organisations

## The complete workplace wellbeing continuum



### Organisations are 21st century human pressure cookers

Analysis of **550,000** responses from **4555+** leaders' GLWS wellbeing profiles shows:

- **81%** say concentration is compromised by competing demands for their attention
- **76%** feel pulled in too many different directions in their roles
- **66%** describe being at risk of burnout
- **60%** drowning in unnecessary admin or 'red tape' at work

Source: EEK & SENSE 2019

### Burnout is a major cause of conduct and culture risk

As a result of either being emotionally exhausted and having 'checked out', or by making spontaneous and irrational decisions... **those suffering from burnout often reach and take riskier options without comprehensively analysing and evaluating alternatives** due to underestimating the seriousness of consequences if things go wrong.

Source: British Psychological Society's Division of Occupational Psychology (OP Matters, No 26, June 2015)

## Mitigating psychosocial risks: 8 priorities to manage and lower avoidable wellbeing risks

- ▲ Create roles and a work culture with high levels of autonomy
- ▲ Look for ways to provide individuals with more control
- ▲ Improve non-financial recognition, celebration and rewards for good work outcomes and behaviours
- ▲ Set clearer and more realistic job expectations
- ▲ Automate or eliminate monotonous or unchallenging work
- ▲ Seek to simplify and calm chaotic or high-pressure environments
- ▲ Promote recovery, relaxation and rest as key to sustainable high-performing cultures
- ▲ Encourage vulnerability, help-seeking and leaning on others

Adapted from: Smith, Segal, Robinson and Segal June 2019

## 4 steps to guarantee leader-led wellbeing sticks

### 1 Learn it

GLWS flexible training, learning and development solutions build individual and collective capabilities for thriving leaders and teams.

### 2 Live it

GLWS leader wellbeing programs enable executives to recalibrate and develop the unique combination of factors that drive and sustain their capacity to thrive.

### 3 Lead it

GLWS solutions extend beyond improving individual leader wellbeing, motivating rolemodelling and commitment to sustainable work practices.

### 4 Embed it

GLWS strategic advisory services help drive evidence-based systemic changes for better performance outcomes and a thriving, well culture.

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# Deidentified GLWS Profile ready for debriefing



Indicates an aspect that may be significantly detracting from your wellbeing

Never (-)  
Always (+)

Indicates an aspect that may be detracting from your wellbeing

Rarely (+)  
Usually/Often (-)

Sometimes this aspect is working for you and sometimes it isn't. Close review of these items is recommended to ascertain what you might change to enhance your wellbeing

Sometimes (+/-)

Indicates an aspect that may be enhancing your wellbeing

Usually/Often (+)  
Rarely (-)

Indicates an aspect that may be significantly enhancing your wellbeing

Always (+)  
Never (-)