
Strengthening Resilience in High Stress Work Environments

DISCUSSION TOPICS



Reflect on Wellbeing Trends at Work.

Review latest research regarding burnout and loneliness at work and their impact on wellbeing.



Understand What Drives Resilience.

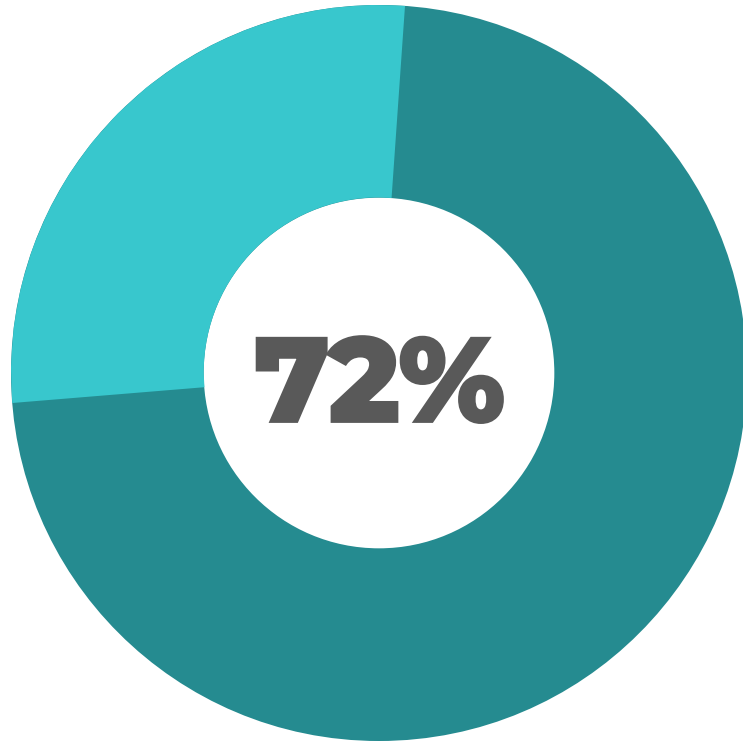
Learn what positive psychology and belonging research tells us about what drives resilience.



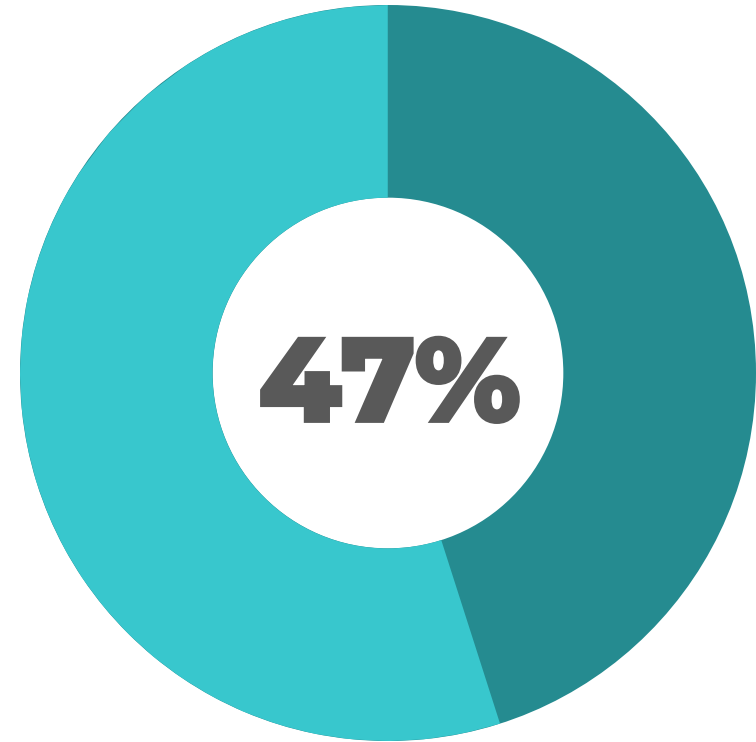
Learn and Practice Happy Habits.

Gain best practices to boost positivity and tips to integrate them into your busy day at work.

THE PRODUCTIVITY/ WELLBEING DELIMMA



Individuals reporting that their productivity has improved



Individuals evaluating their lives as "thriving"

WORKPLACE WELLBEING TRENDS



LONELINESS

10% - 85% of employees feel loneliness at work




MENTAL & PHYSICAL HEALTH

57% of employees experience work-related burnout.



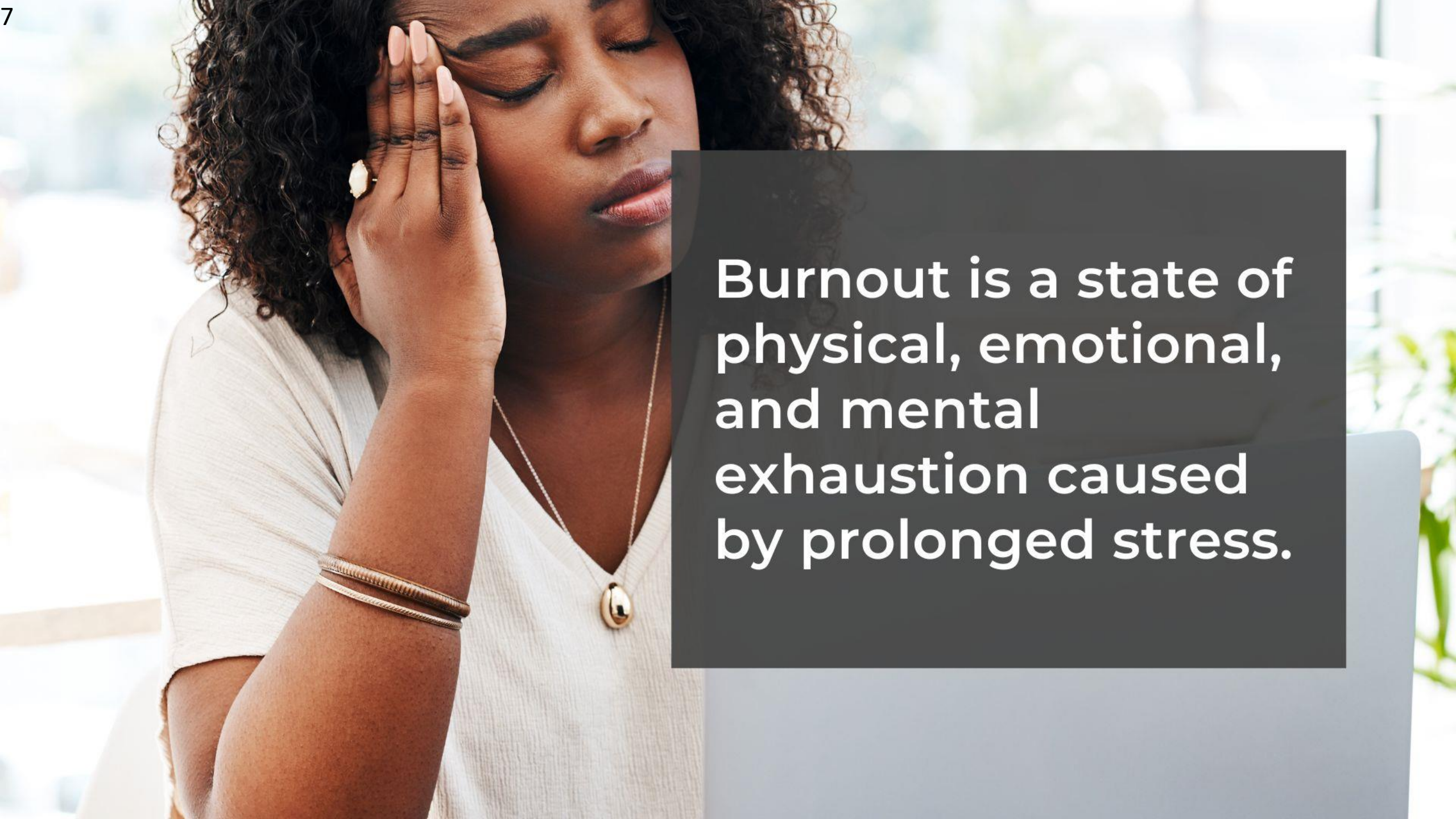
DISENGAGEMENT

Engaged to disengaged workers is **2:1**, down from **3:1**.

A photograph of several wooden figures of varying heights and colors (natural wood and red) scattered on a dark wooden surface. One red figure is lying on its side, while the others are standing upright. A dark grey semi-transparent box is overlaid on the right side of the image, containing white text.

Loneliness is the gap between the quality of relationships you have and the quality of relationships you desire.

To what degree do you feel lonely?

A close-up photograph of a woman with dark, curly hair. She is wearing a white, short-sleeved top and a gold necklace with a teardrop pendant. She has her eyes closed and her hand pressed against her forehead, suggesting a state of stress or burnout. The background is bright and out of focus, showing what appears to be an indoor setting with plants.

Burnout is a state of physical, emotional, and mental exhaustion caused by prolonged stress.

Common Causes of Burnout at Work

Work Conditions

- Excessive workload
- Work-life imbalance
- Lack of control & unclear expectations

Workplace Culture

- Lack of psychological safety
- Lack meaningful connections
- Don't feel significant

Personal Pressure

- Perfectionism
- Over-commitment
- Inability to set boundaries

Which causes of burnout are most common for you?

POSITIVE PSYCHOLOGY

THE SCIENTIFIC STUDY OF
WHAT MAKES HUMANS THRIVE



NEGATIVITY BIAS



BENEFITS OF NEGATIVE EMOTIONS

- **Sadness** brings you closer to those you love
- **Anxiety** prompts creative problems solving
- **Guilt** helps you change negative behavior
- **Jealousy** motivates you to work harder
- **Fear** keeps you safe
- **Disappointment** helps you learn from past experiences
- **Anger** propels us forward

RESILIENCE

The ability to acknowledge, experience and work through adversity and negative emotions in order to learn and emerge stronger.

**Intentional
Thoughts &
Behaviors**

**External
Factors &
Experiences**

POSITIVITY



DNA

How do you build resilience?

POSITIVE PSYCHOLOGY BEST PRACTICES “HAPPY HABITS”



MINDFULNESS



GRATITUDE




**EXPERIENCES &
RELATIONSHIPS**

MINDFULNESS

Turning thoughts into the present moment rather than rehashing the past or fixating on the future.





**"When we practice
mindfulness, we stop
chasing time and start
embracing it."**

GRATITUDE

Being aware of and thankful for the good things in life, expressing appreciation and returning kindness.





No amount of regret
changes the past.

No amount of worry
changes the future.

But any amount of gratitude
changes the present.



Where is your thin place?

EXPERIENCES & RELATIONSHIPS

Experiences define who we are and sharing experiences with others fosters a sense of belonging.





"In sharing our experiences, we find connection, understanding, and greater joy."

DON'T FEEL GUILTY



What are ways we can collectively encourage happy habits and support self-care at work?



Belonging

The fundamental human need to feel understood and accepted.



Maslow's hierarchy of needs

Belonging

The fundamental human need to feel understood and accepted.



COMFORT

You feel valued, respected, safe and supported being your authentic self.



CONNECTION

You share a sense of purpose and meaning and positive relationships with others.



CONTRIBUTION

Your ideas and perspectives are welcomed and inform decisions. You feel like you matter.



60%


Positive
employee
mental health
outcomes

Forbes

The Overlooked Link Between Belonging & Workplace Wellbeing

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Many people find connection, community, and belonging in their workplace. KUPICOO, GETTY

FAST COMPANY

PREMIUM DESIGN TECH WORK LIFE NEWS IMPACT PODCASTS VIDEO INNOVATION

A sense of belonging is what drives well-being—and it's disappearing

Our social connectedness drives our happiness; after more than a year of social isolation, there's a clear opportunity for brands that can build belonging.



[Images: Bohdan Skrypnyk/iStock, CT/iStock]

BY **SEBASTIAN BUCK** AND **BRIAN HARDWICK** 5 MINUTE READ

The most striking revelation from an **80-year Harvard study of health and aging** is that close relationships are what keep people happy throughout their lives, and these relationships with family, friends, and community delay mental and physical decline. These social ties are better predictors of our happiness and longevity than social class, IQ, or genetics.

Last year, our company, **Enso**, helped the large job website Indeed

Organizations With a High Degree of Belonging are...



59%

Increase in
innovation
and creativity



35%

More likely to
achieve leading
profitability



58%

Better at
recruiting &
retaining talent

IDEAS TO PRACTICE HAPPY HABITS TO FOSTER BELONGING AT WORK

MINDFULNESS/ CONNECTION

- **Be present with others.** Take time in 1:1's to ask how someone is feeling and really listen to their answer.
- **Pause to reinforce purpose.** At the start of meetings, articulate the purpose and allow 30 second to set intentions.
- **Schedule reflection time.** Schedule time as a team to invest in strategic planning and creative thinking.

GRATITUDE/ CONTRIBUTION

- **Say, "thank you".** Simply say "thank you" more often throughout the day.
- **Acknowledge effort.** Take 5 minutes at the end of meetings to acknowledge effort and celebrate small wins.
- **Express appreciation.** End 1:1's by letting others know what they do well and what you appreciate about them.

RELATIONSHIPS/ COMFORT

- **Get to know others personally.** Regularly invite colleagues to coffee (in person or virtual).
- **Ask better questions.** Try "what are you looking forward to"?
- **Do more than happy hours.** Learn something new together as a team.

IDEAS TO BOOST BELONGING AND WELLBEING AT WORK

**SCAN
ME!**



50 IDEAS TO BOOST
BELONGING IN
MEETINGS



50 QUESTIONS TO
SPARK
CONVERSATION AND
CONNECTION



50 EVERYDAY
ACTS OF
INCLUSION



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Thank You!!!



ridleyconsultants.com



Beth Ridley

