

STRATA STRESS SURVIVAL WELLBEING SESSION

STRATEGIES FOR PREVENTING BURNOUT AND PROMOTING WELLBEING

*Empowering People to Create
Empowered Businesses*

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MEET YOUR SPEAKER - LAUREN

Lauren is the Chief Learning Officer here at WPWI
She is the main trainer and the program co-ordinator.

Lauren jumped on board our team as she has a huge passion for stress management and mental health awareness. With her background in Paramedicine and with her own health experience almost reaching burn out, she has all of the knowledge to deliver exceptional workplace programs.

***"Empowered people create
empowered business"***

Lauren McGee

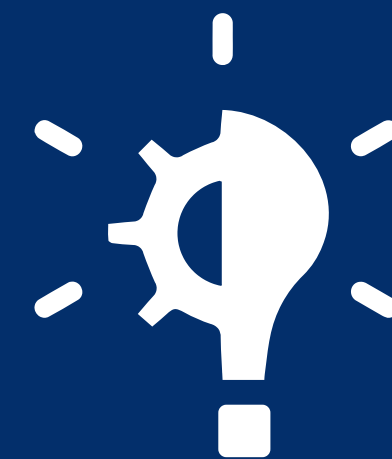
OUR COMPANY

At Workplace Performance & Wellbeing Institute we are on a mission to shift workplace wellbeing and mental health one business at a time.

We believe that employees are the building blocks of the business and organisation. Without your people working optimally and thriving, you have no business.



WPWI
WORKPLACE PERFORMANCE & WELLBEING INSTITUTE



Mission

STRATEGIES FOR PREVENTING BURNOUT AND PROMOTING WELLBEING

Learning Objectives:

Defining stress

Understanding the importance of managing stress

Discovering what actually causes stress in YOUR workplace

Spotting red flags in yourself and colleagues

Tips and Tricks to reduce stress

Difference between stress and burnout

our 4 step process to preventing burnout

WHY IS WORKPLACE WELLBEING AND INCREASING STRESS RESILIENCE IMPORTANT?



**Australian workers are
3 x more likely to leave
if they have no
strategies or resilience**



\$30,000 per new hire
Due to admin, ads, training etc.



\$2.30-\$18.50
R.O.I for every dollar invested
into stress management in the
workplace

(source: ABS, 2023)

WHY IS STRESS IMPORTANT TO MANAGE?

Australia and New Zealand are the second highest stressed out countries in the world behind Canada and USA.

*Over **3.4 million people** in Australia have an anxiety disorder.*

***57, 000 Australians** have a heart attack every year (reported) according to the Heart Research Institute.*

Main causes:

High blood pressure

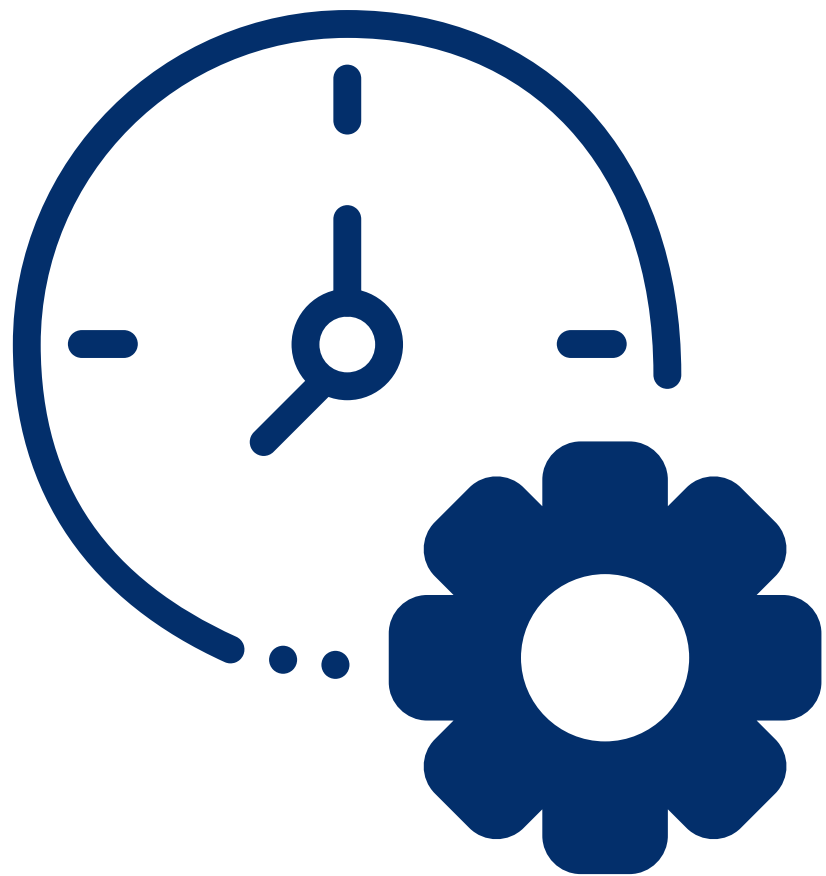
Diabetes

Poor lifestyle

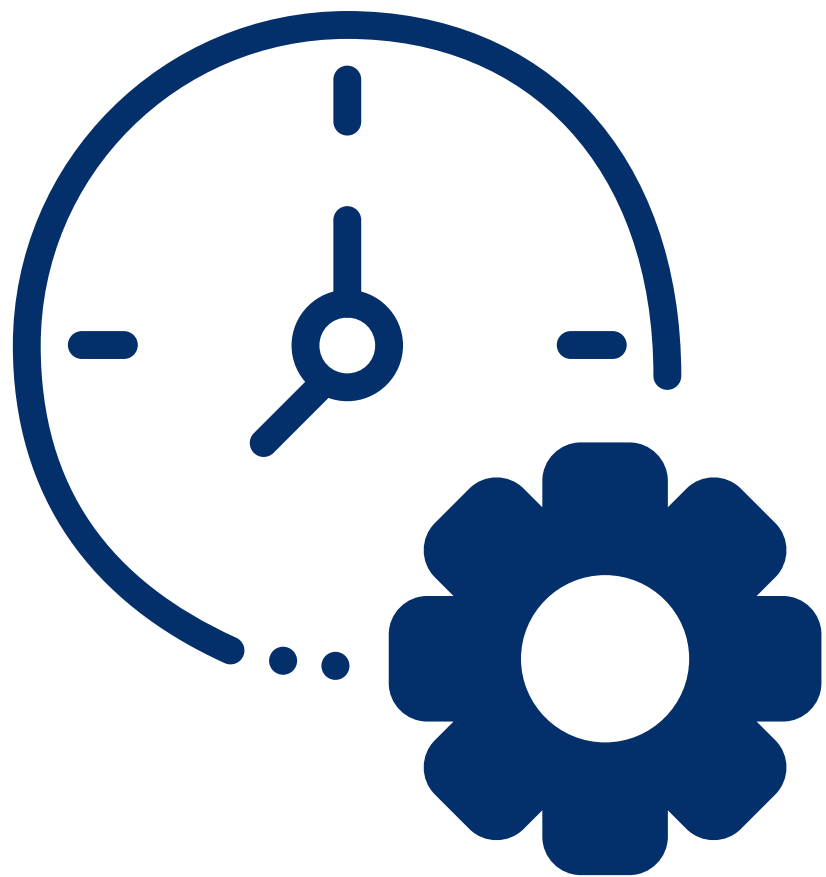
*"Work pressure, tension at home, financial difficulties... the list of causes of stress grows longer every day. There have been several studies in the past showing that stress can have negative effects on health (cardiovascular diseases, diabetes, high blood pressure and more). According to a new study people under stress have **twice the risk of a heart attack**, compared with others."*

- Science Daily, 2013

WHY SHOULD YOU CARE?



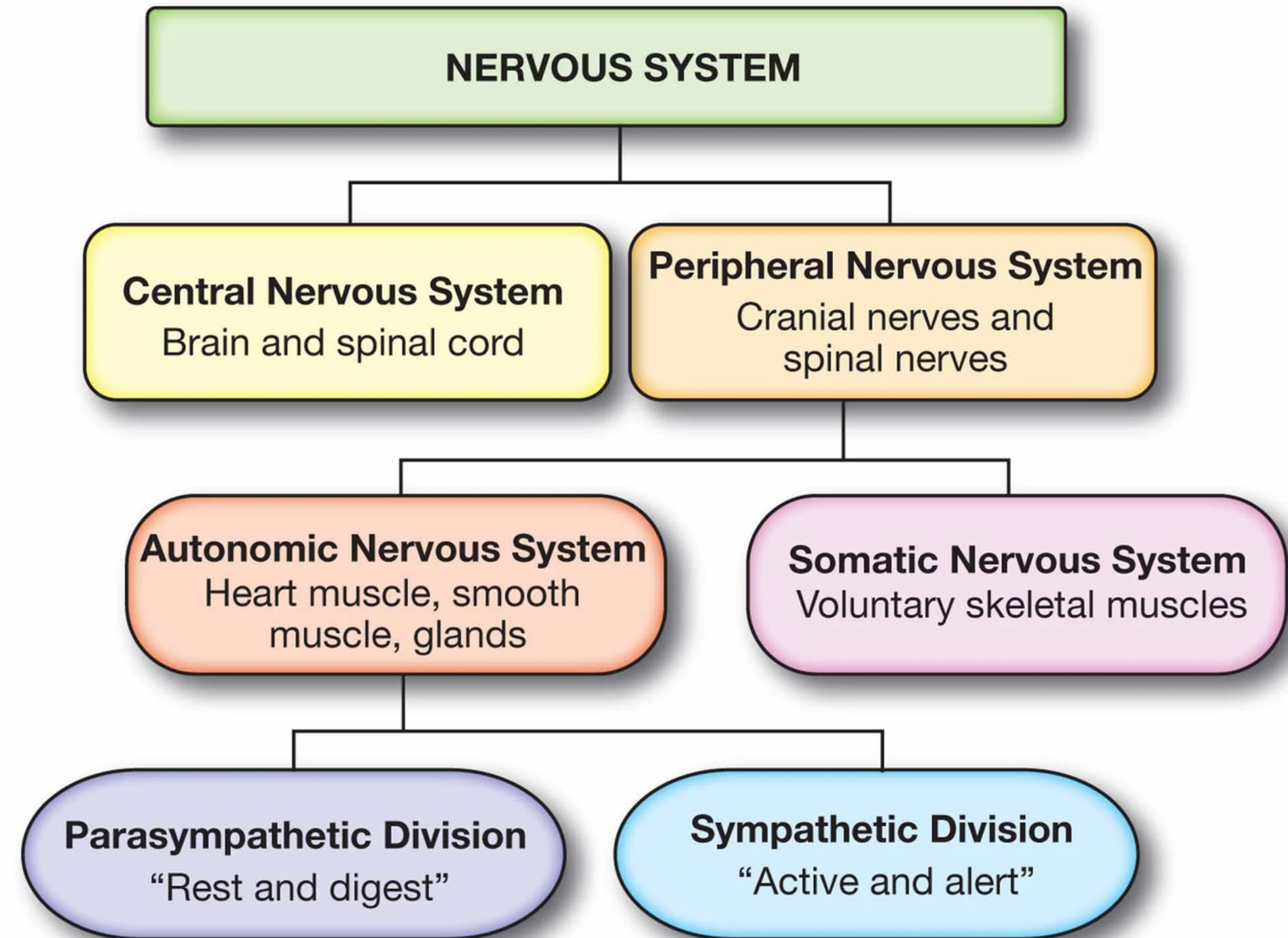
Stress and burnout lead to significant **financial losses, reduced productivity, and decreased employee well-being and engagement.** Investing in strategies to manage stress and prevent burnout is crucial for organisations to **maintain a healthy and productive workforce.**



**Stress is a natural
response to a perceived
threat or painful stimuli
causing a physiological
change in the body**



THE NERVOUS SYSTEM



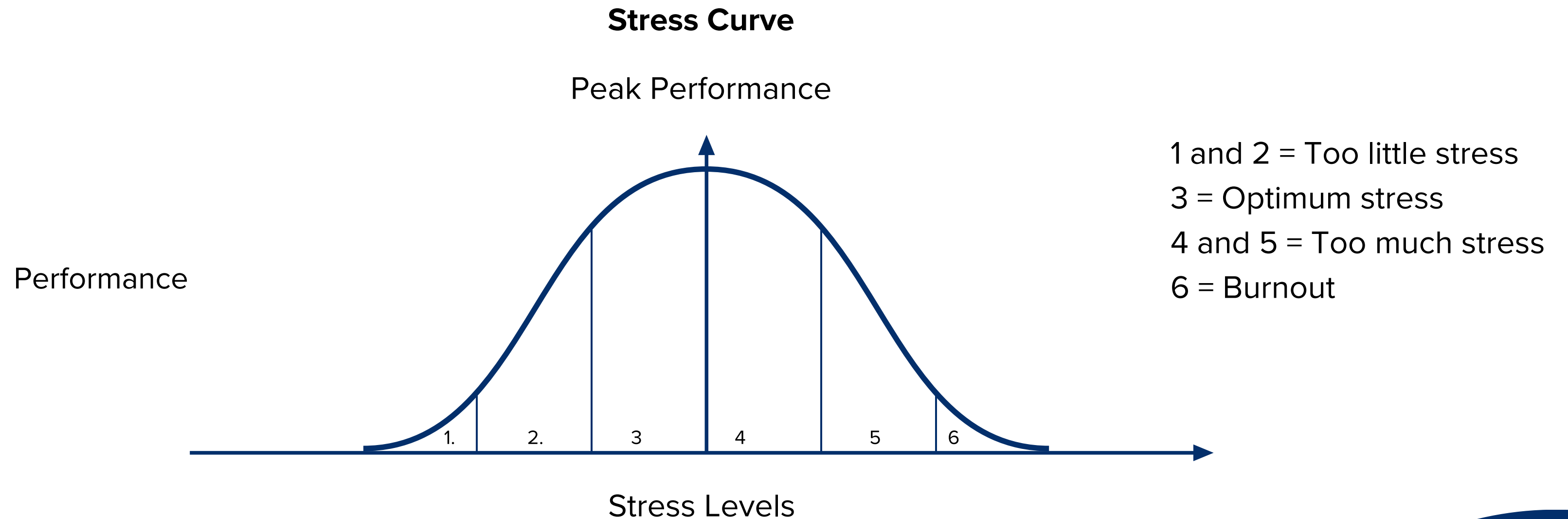


PARASYMPATHETIC V.S SYMPATHETIC





IS ALL STRESS BAD?



HOW STRESSED ARE YOU?

Perceived Stressed Score

1. In the last month, how often have you been upset because of something that happened unexpectedly?
2. In the last month, how often have you felt that you were unable to control the important things in your life?
3. In the last month, how often have you felt nervous and stressed?
4. In the last month, how often have you felt that nothing was going your way?
5. In the last month, how often have you felt you were unable to confidently handle personal problems?
6. In the last month, how often have you found that you could not cope with all the things you had to do?
7. In the last month, how often have you felt irritations in your life?
8. In the last month, how often have you felt that you weren't on top of things?
9. In the last month, how often have you been angered because of things that happened outside of your control?
10. In the last month, how often have you felt difficulties piling up so high that you could not overcome them?

0 = never 1= almost never 2= sometimes 3= fairly often 4= very often

Low = 0-10

Medium = 10-20

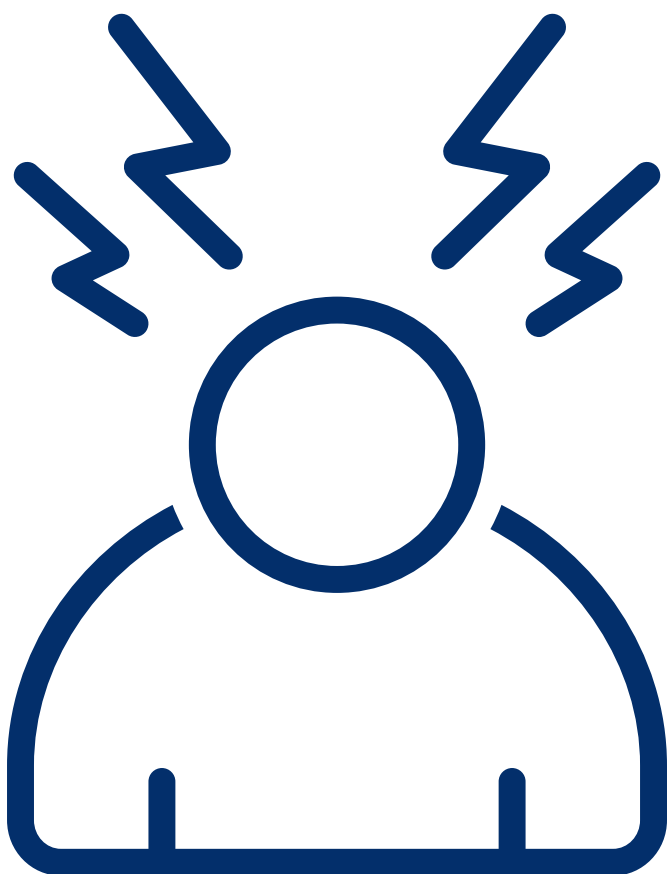
High = 20-30

Very High = 30-40

WHAT ARE THE CAUSES OF STRESS IN YOUR WORKPLACE?



For Strata Managers and Leaders:

- Dealing with diverse personalities and conflicting interests
- Juggling multiple responsibilities and deadlines
- Limited resources and competing priorities
- Lack of clear communication and support
- Dealing with legal and regulatory complexities
- Feeling undervalued or unappreciated
- Technology challenges and inadequate training
- Unpredictable work hours and emergencies



RED FLAGS FOR STRESS IN COLLEAGUES AND YOURSELF



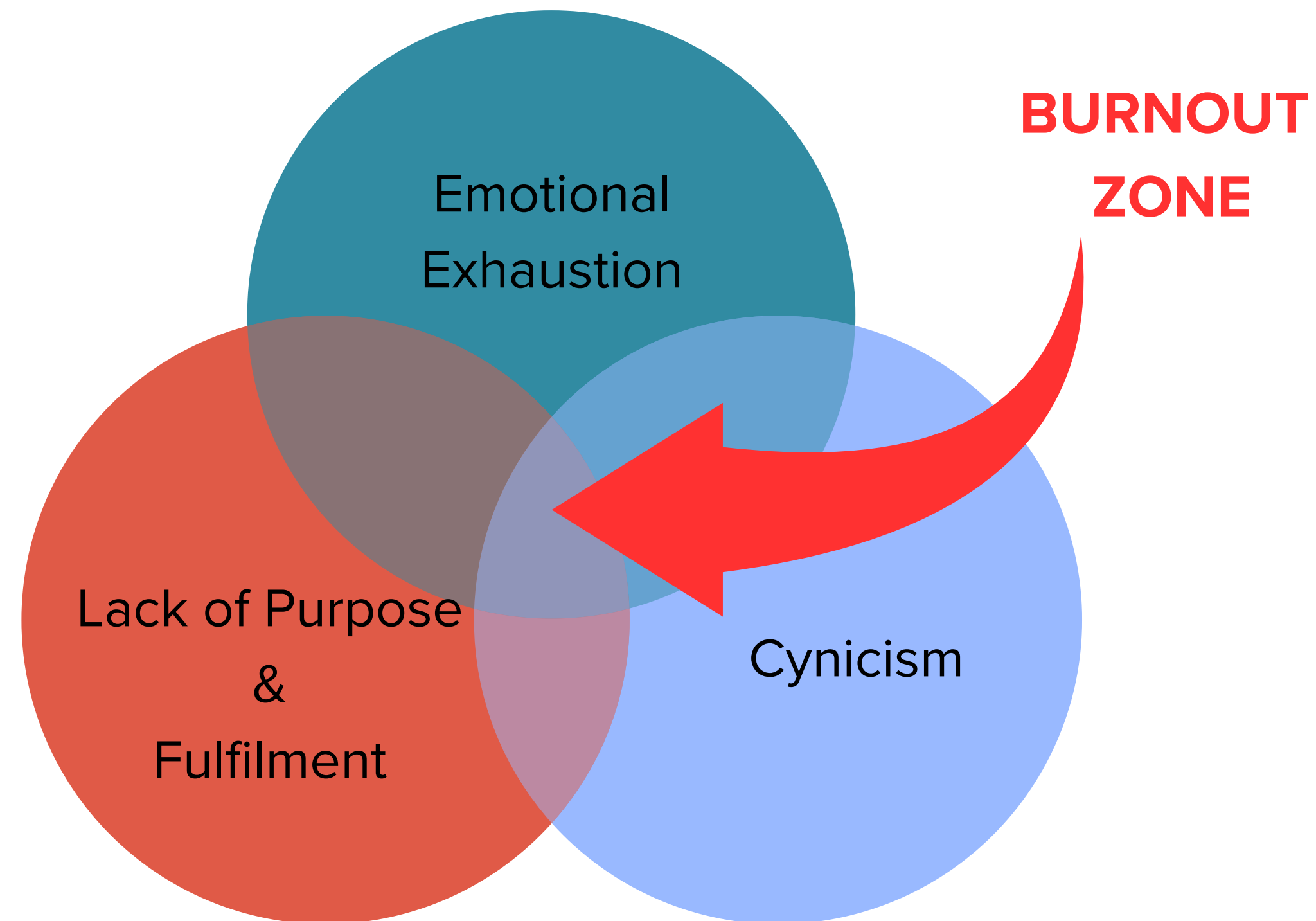
-  Change in behaviour
-  Increased sick days
-  Decreased energy
-  Lack of concentration
-  Irritability
-  Social withdrawal
-  Increased alcohol consumption
-  Over-reactive

BURNOUT

More than **50%** of Australians are currently suffering from burnout



WHAT IS BURNOUT



BURN OUT VS STRESS

Stress

Characterised by over-engagement
Emotions are over-reactive
Produces urgency and hyperactivity
Loss of energy
Leads to anxiety
Primary damage is physical
May kill you prematurely

Burnout

Characterised by disengaged
Emotions are blunted
Produces hopelessness and helplessness
Loss of motivation, ideals and hope
Leads to detachment and depression
Primary damage is emotional
May make life seem not worth living



STEPS TO PREVENTING AND TREATING BURN OUT

1. 6 Pillars Health Tool

Nutrition

Sleep

Exercise

Sun

Breath/mindfulness

Hydration

2. Physical Health Check

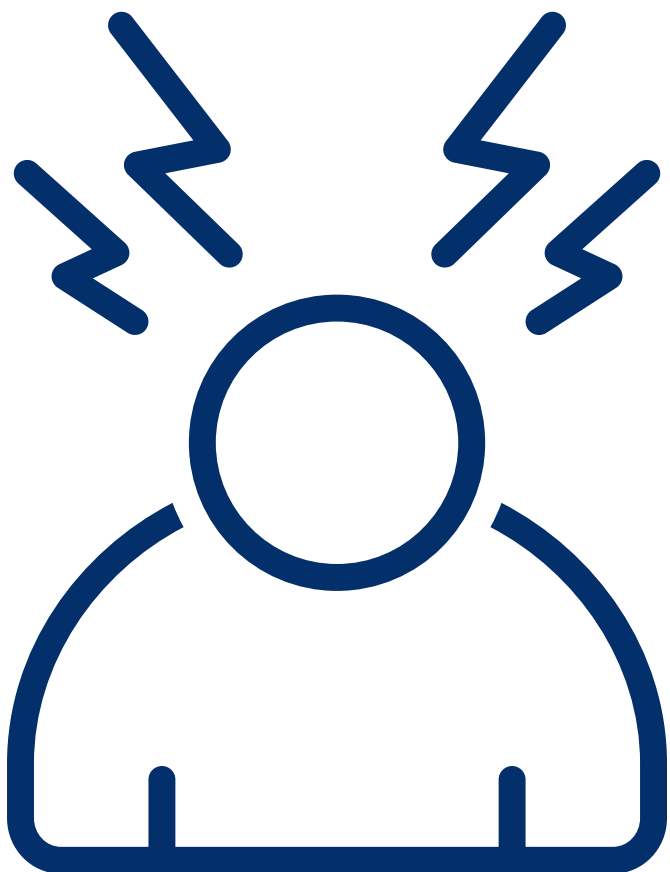
3. Regular Emotional Check Ins

4. FUN!



6 WAYS TO REDUCE STRESS AT WORK

1. Take work and study breaks outside
2. Start and/or end each day with a walk/run to move the body
3. 10 favourite things list
4. Daily self check-ins
5. Deep breathing and activation of diaphragm
6. Gratitudes and blessings



EMOTIONAL CHECK INS

- P** Pause and take a moment
- A** Ask how you feel
- U** Unlock where the emotion is
- S** State the emotion (name it)
- E** Embrace, feel, let it go
- D** Deep breathe and relax



GREEN FLAGS FOR WELLBEING

IN COLLEAGUES



- ☒ Productive at work
- ☒ Reduced sick days
- ☒ Energised
- ☒ Focused
- ☒ Calm and collected
- ☒ Admits mistakes and takes on feedback well
- ☒ Healthy habits
- ☒ Great time management



Thank You



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