



Supporting Employers Since 1940

# Bringing Wellness into the Workplace

Creating a Culture that Recognizes the Human in All of Us



WORRY-FREE IN '23

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## MCWDB Business Services

We help businesses stabilize, strengthen, and grow!

### RECRUITMENT

- Job & Career Fairs
- Customized Recruitment
- Job Boards &
- Other Promotional Activities

### TRAINING

- Incumbent Worker Training
- On-the-Job Training
- Layoff Aversion

### RESOURCES & OTHER SERVICES

- Micro Business Grants
- Human Resources Hotline
- Resources & Referrals for Business Solutions
- Rapid Response: Employee and Employer Support during Downsizing




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We are here to help you succeed!

## Contact us today!

Jerry Hernandez  
Phone: (831)755-5393

Email: [hernandezj1@co.monterey.ca.us](mailto:hernandezj1@co.monterey.ca.us)  
Website: <https://www.montereycountywdb.org>

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*"Vulnerability is not weakness. It is our greatest measure of courage."*

- Dr. Brené Brown, Dare to Lead



## Bringing Your Whole Self to Work

- Authentic Self
- Being Vulnerable
- Living your Values
- Garnering Trust

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## Real Talk. Real Resources.

CEA provides **Peace of Mind** with exceptional human resource compliance solutions, training and recruiting services. Members receive unlimited phone support with HR experts, onsite assistance, and a multitude of online resources.

### WHAT WE OFFER

- Quick and responsive answers to HR questions
- Employment forms, policies, handbooks, guidelines, and fact sheets
- Training for supervisors, managers, and employees
- Consultation on workplace issues and negotiations

### CONTACT US

[employers.org](http://employers.org) | 888-599-7645 | [ceainfo@employers.org](mailto:ceainfo@employers.org)



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## Stuff Our Lawyers Make Us Say

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Outline for Today

- The difference between stress & burnout in the workplace
- Wellness
- How to rethink your work culture
- Strategies to reduce stress and get back on a path to wellness





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## Emotions vs Logic

**Emotion:** The **"heart"** informs our decision-making quickly and reflexively, through all the **emotions** we know so well.

- Two Primary **Emotions** - **Love & Fear**
- **Love** = positive emotions
- **Fear** = negative emotions

**Logic:** The **"head"**, our conscious, rational, logical thought process, takes time and reaches decisions in a considered, **analytical** way.



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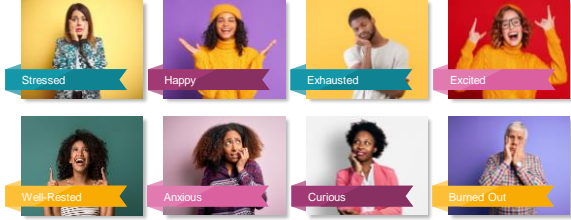
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# How are You?

No REALLY, how are you?




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# Before We Talk About Wellness, Let's Talk About:



- Stress
- Anxiety
- Burnout
- Self Care
- Wellness


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# Definition of Stress

• The feeling of being **overwhelmed** or unable to cope with mental or emotional pressure



- The body and the mind **react** to over stimulus
- Brain **chemistry** changes
- Production of stress **hormones increase**
- Fight or Flight response


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# Typical Stressors

- Lack of **time**
- **Money**
- **Loss** of a job
- **Tight deadlines**
- **Divorce**
- **Mental/physical health** issues
- **Poor relationships**
- **Miscommunication**
- **Lack of trust**
- **Feeling micromanaged**



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# The Difference Between Stress and Burnout

STRESS	BURNOUT
<ul style="list-style-type: none"> <li>• Characterized as over-engagement</li> <li>• Emotions are overactive</li> <li>• Produces urgency and hyperactivity</li> <li>• Loss of energy</li> <li>• Leads to anxiety disorders</li> <li>• Primary damage is physical</li> </ul>	<ul style="list-style-type: none"> <li>• Characterized by disengagement</li> <li>• Emotions are blunted</li> <li>• Produces helplessness and hopelessness</li> <li>• Loss of motivation</li> <li>• Leads to depression</li> <li>• Primary damage is emotional</li> </ul>



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Burnout is a **syndrome**; resulting from chronic **stress** that has not been successfully managed.

Burnout is **characterized** by three dimensions:

- **Energy depletion** or exhaustion
- **Increased mental distance**
- **Reduced professional efficacy**



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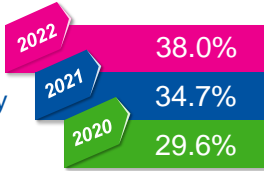
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# Measuring Burnout

Burnout is measured by an individual reporting **high levels** in the **3 dimensions** of burnout:

- 1. Exhaustion
- 2. Reduced Efficacy
- 3. Cynicism



- The State of Workplace Burnout, Infinite Potential 2023 **RATES OF BURNOUT**



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# Demographic Trends in Burnout

**Highest** Rates of Burnout in **18-24** and **25-34** Age Groups



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# Warning Signs of Burnout

- **Physical:**
  - Frequent headaches
  - Prolonged fatigue
  - Stomach and digestive issues
- **Psychological:**
  - Panic attacks
  - Ambivalence
  - Increasing feelings of anger, frustration and irritability
- **Behavioral:**
  - Drop in productivity
  - Increased absenteeism
  - Isolation



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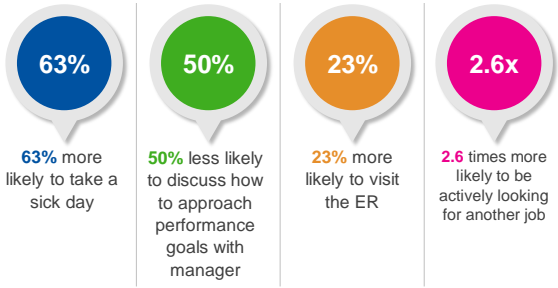
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# Negative Impacts of Burnout



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# Spillover Effect

- How are **you** showing up to work?
- How are you **managing** your emotions?
- Do you **help** your teammates manage their emotions?



**POLL: Do you usually react or respond?**

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# Managing Stress and Emotions

- Acknowledge **triggers**
- Name the **emotions**
- Choose **logic** over emotions
- Don't take it **personal**
- Stop the **negative spin**
- Focus on the **solution**, not the problem



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# Name It to Manage It!

When anxiety hits – say **out loud...**

- I am feeling a lot of anxiety/stress right now. But it's not new and I **can handle** it.
- What's the **worst** that can **happen**? Say what could happen and what you'll do if the worst does happen.
- I know I am anxious, but I **will get through this** & things will work out.



**REPEAT** until you feel calmer



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# How to Avoid Reacting

## The REST Model

- R** Relax; assess the situation, **breathe**
- E** Evaluate; what is happening, how am I **feeling**, where am I feeling it?
- S** Set intention; What do **you** want the outcome to be, How do you want to be?
- T** Take action; move **mindfully** forward, choosing words and actions for a positive outcome



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# Definition of *Wellness*

• A state of complete physical, mental, and social **wellbeing**, not merely the absence of illness



- Being **actively engaged** in attitudes and behaviors that enhance the **quality** of life and maximize personal potential



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# Self-Care Tips & Tricks

- Take a **breather**
- Go for a **walk**
- **Meditate**
- **Sing LOUD**
- **Dance**
- **Laugh**
- **Set boundaries**
- **Vent**



**Let it Go!**



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# Setting Boundaries

## 5 Steps to Creating Productive Work Boundaries



- Based on Dream Teams Research, Snow Academy



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# The Ability to Say No is Important



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## Say "No" Clearly, Effectively, and Graciously

When you find yourself saying "yes" at work when you really want to say "no"?

Consider:

- I wish I could make it work.
- Unfortunately, it's not a good time.
- I wish there were two of me, I can't right now.
- Perhaps another time, I can do this.
- Sorry, I can't at this time.
- Thank you for the invite, I do have a conflict.



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## Complete Happiness Comes Down to One Question

Am I doing the work that I want to do?

- Inc. Magazine March 2023



- Does my work **matter**?
- Do my contributions help to **achieve** something important?
- Do I **love** what I do?



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## Rethinking Your Work Culture

People First approach:

- We are human beings **first**, employees **second**
- Allow everyone to be **heard, seen, respected** and **recognized**
- Cultivate **trust**



Results in **connectedness** and **belonging**



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## Bringing Humanity into the Workplace



- **Recognition programs**
- **Personal & Professional Development**
- **Celebrating milestones**
- Showing **empathy**
- Having a sense of **humor**

*Happy people are Engaged employees*



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## How to Make Work Human



1

### Thank

When our gratitude is turned into action



2

### Talk

How we share our sense of meaning between organization and individuals



3

### Celebrate

How we share our humanity and our common purpose



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## Benefits of Making Work Human



- **Better** retention and recruitment
- Better employee engagement & **performance**
- Greater **innovation** and creativity
- **Improved** customer service
- Increased **profits**



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## Moving Forward

- What is one step you will take for **your own** self-care & well-being?
- How can you bring more **humanity & wellness** into your workplace?




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## Questions?




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## Thank you!

Please fill out your evaluations.



**HRCI:**

The use of this seal confirms that this activity has met HR Certification Institute's (HRCI) criteria for recertification.



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**We'd love your feedback!**



Scan the QR code to take a short survey about today's presentation.



**Thank you for participating!**



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**Thank You**

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