FROM HECTIC TO HAPPY

How to Manage Employee Stress and Build a More Resilient Workforce

Virgin Pulse
What’s the shortest route from hectic to happy?

The numbers indicate that the key to happy employees is providing them with the right tools for building and maintaining healthy habits.

The goal is not to eliminate workplace stress, but to help each of your employees better manage the impact of stress on their overall wellbeing.

“Take care of your employees and they’ll take care of your business.”

Richard Branson, founder of Virgin Group
Contents

Impact on employees .................................................. 1
Choose the right direction ........................................... 3
Workplace stress: get to the root of it .......................... 4
Stress solutions .......................................................... 5
Take action ............................................................... 6
About Virgin Pulse ..................................................... 7
Impact on employees

Business has never been more challenging. Employees are key to business success and when they are impacted by ever-increasing demands, business results may suffer. Businesses perform better when employees are their best at work and at home.

New job responsibilities, higher demands, increased competition, or simply the pressure of trying to manage professional and personal demands, adds up to workplace stress.

The fact that workplace stress is increasing is not news. What is gaining increased attention, though, is stress' economic impact on global business.

Happier, healthier, less stressed-out employees mean direct benefits to your business.
When it comes to stress the fallout is global

$300 billion\textsuperscript{1}  
annual lost productivity in the US

€617 billion\textsuperscript{2}  
annual expenses associated with work-related depression in the EU

$20 billion\textsuperscript{2}  
annual cost to employers from mental health problems in Canada

A$5.3 billion\textsuperscript{2}  
annual cost of work-related stress in Australia

Today, it is a given that stress is impacting the workplace. But, there are two sides to the story: companies that accept the impact of stress on their employees and those that take action.
Choose the right direction

9 in 10 HR professionals named stress as one of the top three factors that negatively impact employee wellbeing.

People who are stressed at work are 26% more likely to leave.

People who are stressed are 8.2% less productive than those who aren’t.

98% of companies believe that workplace and personal stress adversely affects employee engagement.

70% of all employees believe that wellbeing programs contribute to their overall job satisfaction.

Organizations with a strong company culture have 36% greater stability.

Happy workers show a 49% increase in efficiency compared to those who are stressed.

More than 50% of companies surveyed have implemented stress resiliency training into their employee wellbeing programs.

98% of companies believe that workplace and personal stress adversely affects employee engagement.

© Virgin Pulse 2018. All rights reserved.
Workplace stress: get to the root of it

If you invest in your employees wellbeing, productivity will follow. Absenteeism may seem like an obvious problem, but presenteeism is a larger and a more subtle one. Presenteeism is when your employees physically are present at work but aren’t working at full productivity. Stress is the major cause of presenteeism.

The cause of workplace stress is complex and demands a multi-pronged approach to create a solution. It’s essential that your employees feel engaged, motivated and connected. That’s why an impactful solution must start by addressing your workers’ individual needs.

“Presenteeism isn’t the virus; it’s the sniffle or the cough. If you want to cure it, you need to go after the cause.”

Dr. David Batman is the International Occupational Health Adviser for Virgin Pulse, and a member of the Science Advisory Board at Virgin Pulse Institute. Learn more about Dr. Batman.
Stress solutions

Employees who are less stressed take fewer sick days, are more focused and more productive.

Aetna Insurance estimated that their mindfulness program delivered:
- $2,000 per employee in healthcare cost
- $3,000 per employee in productivity

It’s no surprise that more than half of big US companies have implemented wellbeing programs. According to the 2016 ‘Global Wellbeing’ survey this trend will continue, as 36% of respondents plan on implementing stress management or resiliency building programs within the next 1-3 years.

Organizations with robust wellbeing programs are often seen as employers of choice.

© Virgin Pulse 2018. All rights reserved.
Every organization’s wellbeing journey and goals are unique. That’s why it is necessary to have personalized advice and insights for your company.

Find out how your organization can achieve employee wellbeing, and ultimately, better business performance.

The Virgin Pulse wellbeing program has helped thousands of companies to tackle stress and has transformed 5.4 million lives around the globe.

Start building a culture of wellbeing and watch your workforce become happier and healthier.

Learn More
Virgin Pulse, part of Sir Richard Branson’s famed Virgin Group, helps employers create workforces that are happier, healthier and ultimately more productive in all aspects of their personal and professional lives. The company’s modern, mobile-first platform delivers a personalized user experience that utilizes gamification to engage users in building habits that inspire meaningful and measurable change across individuals and the business. By helping employees thrive at work and in all aspects of life, Virgin Pulse is helping change lives and businesses for good.

Unlike narrowly focused employee health solutions, Virgin Pulse solutions span the full wellbeing spectrum – from traditional wellness to strategic wellbeing – providing organizations with solutions that are appropriate for them today and tomorrow. More than 3,000 organizations representing many of the Fortune 500 and Best Places to Work have selected Virgin Pulse solutions to engage their workforces and drive their businesses forward.

FIND OUT MORE AT:

virginpulse.com

virginpulse.com/blog
Sources: