

Slide 1

**THREE THINGS WE GET WRONG ABOUT WORK & HAPPINESS**

SDHA SPRING SUMMIT 2024

A Post-pandemic Wellness Awakening

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Slide 2

1 Introduction  
Our current working landscape

2 The Big Three  
Three trending errors & why they're so ineffective

3 Solutions  
Five research-based strategies

4 Q and A

FOR THE NEXT 90 MINUTES

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Slide 3

**WORK IS BROKEN**

- Disrespect
- Unfairness (eg. pay)
- Unhealthy work environments
- Weak leadership
- The Great Resignation
- Quiet Quitting
- Bare Minimum Mondays
- Rage Applying

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Slide 4

### Symptoms Resulting From Broken Work

<p><b>Stress</b> among workers is at an all-time high</p>	<p><b>Negative emotions</b> are higher than pre-pandemic levels</p>	<p>7 in 10 workers are <b>disengaged</b> from their work</p>	<p>89% of employees feel <b>disrespected</b> at some point every day</p>	<p>32% report being comfortable on their current <b>income</b></p>
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Businesses can't function effectively with struggling and discontent workers, and workers can't fully embrace life when they're suffering at work.

STATS TAKEN FROM GALLUP'S STATE OF THE WORKPLACE REPORT 2022/2023

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Slide 5

### Job Dissatisfaction

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Slide 6

Introduction

Any limiting belief becomes a wall standing before your happiness at work

Only *applied* knowledge can heal the wound cause by a mistaken belief

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Slide 7

Work life

Well-being

Job satisfaction is strongest predictor of psychological wellness

Happy workers have higher odds of hedonic experiences

Unhappy workers have lower wellbeing than the unemployed

Happy workers are 2X as likely to be thriving in life overall

AMA & DUKE, 2011; GALLUP/SEI; NATIONAL INSTITUTE OF HEALTH AND OCCUPATION, 2013

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Slide 8

WORK: WE'RE GETTING MUCH OF IT WRONG

COMMON MISTAKES!

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Slide 9

MISTAKE 1

Instead of solving their work grievances, many are simply running from them.

THINK AGAIN

Frustrated from work stress and unhappiness, many have come to believe that **distancing themselves** from that work is the solution.

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Slide 10

THE FUNDAMENTAL PROBLEM: STAYING AWAY FROM WORK DOESN'T GET TO THE ROOTS OF THE PROBLEM



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Slide 11

THE COMPLEX RELATIONSHIPS AMONG TIME, WORK, & WELLBEING



1. **UK Pilot Study, 2023:** Declared "... a resounding success! Workers are happier, healthier, and more efficient." *Job satisfaction improved by 8%; Positive emotions by 14%; Life satisfaction 12%; Work intensity by 1%*
2. **Gallup, 2020:** When it comes to overall wellbeing, the quality of the **work experience** has 2.5x to 3x the impact over the number of days or hours worked.
3. **Gallup, 2022:** Those who work **five days a week** had the highest engagement and lowest burnout rates.

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Slide 12

CORRECTING MISTAKE I



Instead of emphasizing our *quantity* of days at work, as if reducing them will be the solution, let's emphasize improving the **quality of the work experience.**

Work doesn't hinder wellbeing.  
Work that you love is the *foundation* of wellbeing.

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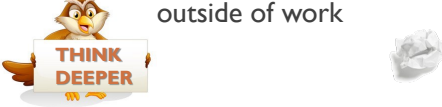
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Slide 13

**MISTAKE 2:** Failing to grasp the **MANY** potential sources of joy and wide range of needs (besides money) that work provides

Viewing work as nothing more than a means to make money for life outside of work



**THINK DEEPER**

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**WORK BEYOND THE PAY**

1. Provides **purpose** and **meaning** to our lives – make a difference  
\* higher level of motivation, satisfaction, engagement & productivity when we discover meaning in what we do.
2. Build healthy **relationships** - fundamental driver of life satisfaction
3. **Learn** something about our world and ourselves from our job
4. Can be a **distraction** from stress outside our workplaces  
e.g. parenting roles
5. Fulfills **primal needs** to be cared for and to be included as part of a community that relies on one another

\*Edmons, 2012; McKinsey, 2012

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Slide 15

**CORRECTING MISTAKE 2**



When seeking jobs and while at work, we need to **focus on more than \$\$**



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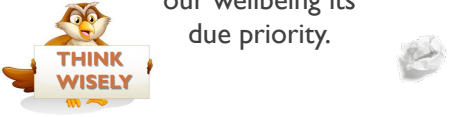
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Slide 16

**MISTAKE 3:** Valuing productivity, achievement, and careers over our health

While at work, we aren't giving our wellbeing its due priority.



THINK WISELY

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People with high career wellness are more than twice as likely to be thriving in their life overall. Source: Gallup

**WELLBEING: ITS FIVE ASPECTS**

- Career Wellness** → Do you like doing what you do for a living and have minimal stress while at work?
- Financial Wellness** → Do you manage your money well?
- Physical Wellness** → Can you accomplish your daily activities without excess fatigue or physical strain?
- Social Wellness** → Are your relationships meaningful & healthy?
- Community Wellness** → Do you feel great about where you live?



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Slide 18

Employers need to know:



**Organizations whose employees are flourishing:**

- \* Higher engagement with work
- \* Lower burnout
- \* Lower turnover rates
- \* More appeal to top talent
- \* More successful (21%)



\*Teams that are most likely to feel their organization cares about their wellbeing achieve higher customer engagement, profitability and productivity, lower turnovers, and fewer safety incidents.™ - Gallup, 2022

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Slide 19

Unwellness fosters disunity and a divisive environment

When people feel **unwell**, they feel like they're **losing**



There will always be a 'them *and* us' dynamic at work. This doesn't automatically mean there's a "them *versus* us."

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Slide 20

CORRECTING MISTAKE 3 

**Become an anti-grind /anti-hustle advocate** for a more sustainable approach to work. Challenge the notion that success must come at the expense of personal fulfillment.

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Slide 21

<p>1</p> <p>Placing value in the quantity of our workdays over the quality of workdays</p>	<p>2</p> <p>Failing to recognize the many rewards of work, beyond the pay.</p>	<p>3</p> <p>Valuing productivity, achievement, &amp; our careers over well-being</p>
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THE THREE MISTAKES

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Slide 22

**Take a Break**



**See you in 10 minutes**

**COMING UP**

Five of the latest and best strategies that research guarantees will boost your wellness at work AND in your life overall

Some will likely surprise you

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Slide 23

**FIVE STRATEGIES TO ELEVATE EMPLOYEE WELLNESS AND OVERALL WELLBEING**



We need a **new way of thinking** about our work and how it maps onto our life.

Take **one strategy at a time**, get curious about it, and test it

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Slide 24

**RESEARCH BASED STRATEGY I**



**BUILD HEALTHIER RELATIONSHIPS**



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Slide 25

**STRENGTHENING RELATIONSHIPS**

- 1. Your THINKING**   
- 3 traits test
- 2. Your SPEAKING**   
- think of words as currencies
- 3. Your ACTIONS**   
- Competence: align with your values, keep standards high, be transparent, keep commitments.  
- Likability: show genuine care & concern



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**RESEARCH BASED STRATEGY 1**



**BUILD HEALTHIER RELATIONSHIPS**

- 1. Prioritize it:** thinking, speaking, acting
- 2. Don't villainize coworkers:** put away the labels
- 3. Have gentle conversations:** Avoid gossip

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**RESEARCH BASED STRATEGY 2**



**SEEK OUT THE ASPECTS OF WORK THAT YOU ENJOY & THEN FOCUS YOUR ATTENTION THERE**

- 1. The good parts don't have to be earth shattering**
- 2. Utilize your signature strengths:** behavioural and technical
- 3. Take seriously your uniqueness as a worker. Settle into the things you love and see yourself as *volunteering* the rest:** eudaimonia

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**RESEARCH BASED STRATEGY 3**



**OPT OUT OF THE HUSTLE / PRODUCTIVITY MINDSET**

- 1. Prioritize activities outside of work** workers who prioritize achievement or productivity report being unhappier at work and with their overall life satisfaction. (Wood et al. 2023)
- 2. To avoid "work-misery spill-over," stop over-identifying with your work title:** focus on your other life roles and value
- 3. Know what giving 100% really means** stop draining your tank at work

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**RESEARCH BASED STRATEGY 4**



**Know your value ... and leverage it**

- 1. Stop overextending yourself to gain validation:** skipping breaks, working through lunch, always agreeing to go "the extra mile" are ways that erode your well-being
- 2. Communicate what you need or want from work:** regular one on one conversations are most effective
- 3. Primarily, take a preventative approach to self-care** If your health and wellness aren't priority number one, anything else you prioritize will suffer.

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Slide 30

**RESEARCH BASED STRATEGY 5**



**HAVE REGULAR CONVERSATIONS ... NOT WATER-COOLERTYPE**

- 1. One-on-one sit-downs is a manager's key responsibility:** 3X more likely to be engaged & increase in bottom line ( Gallup, State of American Manager's report)
- 2. Stop discussing dysfunction and work misery around the water cooler:** the more you discuss your woes, the more hopeless they seem to be
- 3. Find motivation to have the tough talk:** vital to long-term workplace wellness and overall health

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**FIVE ASPECTS OF A GREAT LIFE** Final Thought

1. Fulfilled by work
2. Have little financial stress
3. Live in safe communities that they like
4. Have good physical health
5. Have loved ones they can turn to for help

**BUILDING  
A GREAT LIFE**

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Slide 32

*Thank You...  
Saskatchewan*

**QUESTIONS?**

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