



Journey of Resilience What is Organisational Resilience?



1 Resilience is recognised to be a dynamic process that enables an individual to adapt in challenging circumstances. When employees suffer from depression and anxiety, both the individual and the organisation suffer.



2 Depression and anxiety account for 40% of:

40%



UNDERPERFORMANCE AT WORK



TIME OFF



CHRONIC DISABILITY

3 In an analysis of over 225 academic studies, those with a positive and stable mental health had 37% higher sales, 31% higher productivity and their creativity was three times higher.



37%

HIGHER SALES



31%

HIGHER PRODUCTIVITY



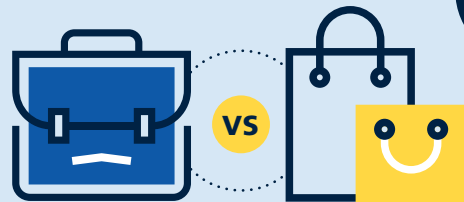
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HIGHER CREATIVITY

What causes stress?

Stress can arise in response to circumstances in both our professional and personal lives, but 54% of people say that they find work life more stressful than their home life.

54%



VS



Employees tend to attribute stress to elements largely out of their own control:

45%



Find being understaffed stressful

49%



find colleagues not doing their jobs properly stressful

45%



find trying to meet performance targets stressful.

MetLife Employee Benefits research showed that 47% of UK employees said that their jobs were stressful.

47%

5 Workplace stress affects people in different ways:



37%

COMFORT EAT



31%

ARGUE WITH PARTNER AND FAMILY



27%

PUT ON WEIGHT

Some stress is good for us. Most of us need goals and a degree of pressure to fulfill our potential. However, establishing a good balance between drive and overworking is crucial for preventing levels of stress that can become detrimental to an organisation.

