

PSYCHOLOGICAL SAFETY

- Ensure open lines of communication.
- Promote transparency and trust.
- Encourage feedback and dialogue.
- Value diversity and inclusiveness.
- Support risk-taking and innovation.

ENERGY WASTAGE

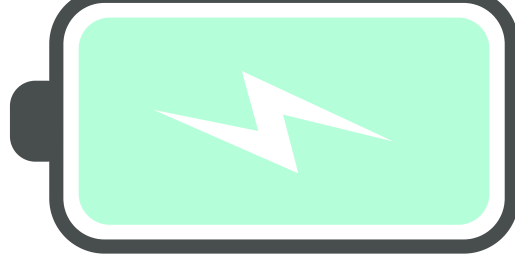
- Streamline workflows and processes.
- Simplify decision-making channels.
- Reduce unnecessary meetings.
- Automate repetitive tasks where possible.
- Declutter work environment

WORKLOAD

- Address workload issues.
- Promote work-life balance.
- Implement wellbeing policies eg disconnecting from work after hours, restrictions on unpaid overtime.

STRESS RESILIENT WORKPLACES

Companies with 'wellbeing cultures' making health and wellbeing of their staff a priority were linked to higher engagement and increased company performance.



Time Out

REGULAR BREAKS

We start to lose focus after 2 hours or less, encourage regular breaks to allow staff to recharge.

CONNECTION

Connection is considered a major buffer for burnout.

- Promote a supportive ethos.
- Host social gatherings.
- Creating communal 'recharge zones' for socialising, relaxation and play.



REWARD AND RECOGNITION

- Acknowledge achievements regularly.
- Publicly recognise contributions.
- Provide tangible rewards.
- Ensure leadership gives direct praise.
- Host appreciation events.