

Protective Factors to Support Employee Well-Being

2021 Mental Health & Employment Summit

Jodi Whiteman, Senior Advisor

Coping with Work Stress



What do you notice in yourself when things are getting to be too much at work?

Impact of Stress

- Employee well-being
- Poor outcomes for employees



Burnout



- Exhaustion of physical strength/emotional strength/motivation
- Cumulative
- Takes a long time
- Prolonged stress

- Can be a slow process.
- Related to interpersonal and emotional stressors in the workplace.
- Feelings of exhaustion.
- Cynicism toward the job and the people involved.
 - This can involve reduced accomplishment or work efficiency.
- Feeling disconnected from clients.
- Feeling disconnected from self (not feeling like yourself).



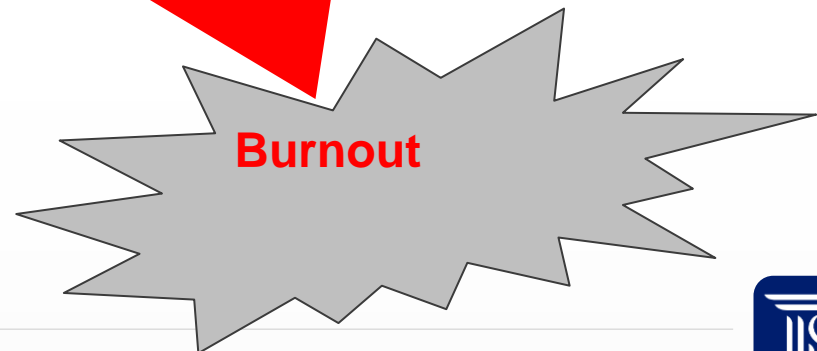
Conditions that can lead to **Burnout**

Passionate
Commitment

Few Resources,
Little Support

High Workloads

Compassion
Fatigue



Employee Well-Being



Organizational Protective Factors for Promoting Well-Being

- Resources are available to employees
- Communication is open and clear
- There are opportunities for employees to learn and grow
- Employees feel safe physically and emotionally
- Employees feel included and respected as a team member



CANDACE LUEBBEHUSEN



Marketing Manager
of LifeOmic

What is one thing you do to take care of yourself when you notice these signs?



Building Individual Protective Factors

- Able to reach out for help/support
- Work-life fit
- Self care strategies
- Continual learning and growing
- Able to set boundaries
- Self-awareness; Recognizing and expressing feelings
- Compassion Satisfaction



Self Care Action Plan



What About You: A Workbook for Those that Work With Others





Solutions that Matter