MOVE OVER STRESS
AN ENGAGED WORKPLACE IS SET TO PERFORM

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We asked employed people across the US about their stress levels + their work environment...
75% Of survey participants said that their level of work-related stress was moderate-high.
Burnout syndrome in modern societies?

A. Walter and A. Jarkal-Maathae

In the light of social change and a rapid increase in burnout, there is a growing awareness of burnout as a disease. The World Health Organization (WHO) has classified burnout as a syndrome to be added to their list of diseases. The term "burnout syndrome" is defined as a state of physical, emotional, and mental exhaustion caused by prolonged stress. The condition is characterized by a decline in energy and motivation, along with physical symptoms such as headaches, stomach problems, and insomnia.

The main risk factors for burnout are high levels of work stress, long working hours, and a lack of support from colleagues and management. The condition can lead to decreased productivity, increased absenteeism, and a higher likelihood of workplace accidents.

Key points:
- Burnout is a disease that can be prevented with proper management.
- Burnout can be prevented by implementing strategies to reduce stress and improve work-life balance.
- Burnout can be managed through regular exercise, a healthy diet, and sufficient sleep.

World Health Organization labels burnout "syndrome"

The good news—there's more awareness than ever to help people thrive, feel better at work.

World Health Organization classifies work "burnout" as an occupational phenomenon

MILLENIALS VS. GEN XERS

<table>
<thead>
<tr>
<th>Condition</th>
<th>Gen Xers (45+)</th>
<th>Millennials (25-44)</th>
<th>Difference in Prevalence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Major Depression</td>
<td>4.7%</td>
<td>5.6%</td>
<td>18%</td>
</tr>
</tbody>
</table>

Mental Health watch: Millennials vs. Gen Xers

- Millennials: More likely to report mental health issues
- Gen Xers: More likely to seek help and support

World Health Organization labels burnout "syndrome"
BURNOUT SYNDROME
WHAT IS IT?

EXHAUSTION
LACK OF ENGAGEMENT
EFFICACY
What does the built environment have to do with stress + burnout?
PLACE CAN SHAPE BEHAVIORS, BEHAVIOR CAN SHAPE CULTURE, PLACE IS A VISIBLE FORM OF CULTURE...
FIVE FACTORS TO ENGAGED WORKPLACE

TRUST + EMPOWERMENT

KNOWLEDGE SHARING

WELL-BEING

BRAND + IDENTITY

SAFETY + SECURITY
21% of survey participants do not feel the conference rooms, huddle rooms, team areas and other shared collaboration spaces support the types of meetings I regularly participate in.
Combined annual loss from employees failing to share knowledge among companies in the Fortune 500.

30% do not have the right amount of distraction-free spaces in their work environment.
WELL-BEING
37% of survey participants disagreed that their workplace provides adequate amenities to enhance their work experience.
40% of highly stressed survey participants disagreed that their workplace provides adequate amenities to enhance their work experience.
Are You Suffering From Burnout? Here Are Signs Of The Invisible Disease

Organ Armstrong-Considine
Career

World Health Organization labels Burnout "Syndrome"

The good news—there are more ways than ever to help people thrive, feel more balanced, and be more productive in the workplace. The bad news—there are more ways than ever to help people suffer from the invisible disease known as burnout. The World Health Organization has just officially labeled burnout as a "syndrome"—which means it is recognized as an occupational phenomenon.

The International Classification of Diseases, or ICD, includes a new section on work-related stress, burnout, and other related conditions. This marks the first time an international health organization has recognized burnout as a medical condition. The move is expected to help raise awareness about the impact of burnout on mental health and well-being.

The new classification will allow researchers to study burnout in greater detail and help identify new treatments and interventions. It will also make it easier for employers to provide better support for employees who are suffering from burnout.

In recent years, there has been a growing concern about burnout among workers, particularly in industries such as healthcare, education, and social services. Burnout is a complex condition that can affect anyone, regardless of their occupation or industry. The World Health Organization's new classification is a significant step forward in understanding and addressing this issue.

Key words: Burnout, stress, mental health, work-life balance, workplace, employee well-being.
ROI

For every $1 invested in worksite wellness programs, companies experienced an average savings of $5.82 in reduced absenteeism.

Source: American Institute for Preventive Medicine
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How can you start making a change?
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