

Helping your people cope with stress and avoid burnout



Stress and low mood

Stress is manifested as feelings and behaviours related to **anxiety**, due to **stressful situations** that can't be coped with, which are causing negative outcomes and low mood **right now**.

Burnout

Burnout occurs when there is a **long term failure to cope** with negative work conditions and stress. It is characterised by **anxiety**, and can lead to **depression**.

It is a **major cause** of sickness absence, turnover, lost productivity, accidents and mistakes. Organisations can be at greater risk of lawsuits, and it is particularly damaging to a positive organisational culture.

Stress at work?

When organisations or individual employees experience difficult circumstances, performance and health may suffer.

Identify employee stress and burnout risk, with a full health and wellbeing audit in your organisation.



Sustainable engagement measurement tool: PEARL™

Adding People Insight's Stress and Low Mood Index and the Burnout Index to the PEARL™ engagement questionnaire turns your employee survey into a full wellbeing and sustainable engagement tool.

Our surveys will help you predict, identify and track stress related behaviour and burnout risk in teams which may be affecting:

1. Employee happiness
2. Employee engagement
3. Sickness related absence
4. Employee turnover
5. Productivity & efficiency
6. Customer service
7. Innovation

The PEARL™ Engagement Model

New and improved with the most up to date thinking



The PEARL™ Stress and Low Mood Index

“ I don't often feel stressed out or tense ”

The PEARL™ Burnout Index

“ I can comfortably cope with my workload ”



Enjoy work. Success follows.

If you have identified stress or burnout issues in your organisation, People Insight's resilience workshops can help.

Resilience workshops

This half day interactive workshop helps teams and individuals:

- ▶ Understand the key impact of resilience on work and personal lives
- ▶ Understand the strategies that make a person more resilient
- ▶ Identify key personal strengths and development areas in their own resilience capabilities
- ▶ Commit to goals to improve personal resilience

The workshop is based on the People Insight Resilience Model™, and how we can use our personal resources and behaviours to improve our personal and professional outcomes in any situation.

People Insight Resilience Model™





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People Insight are a specialist employee engagement and culture consultancy that help HR leaders make people decisions so that their organisations thrive.

We deliver people surveys, HR analytics and consultancy support.

We help our clients understand what's happening with employee engagement, wellbeing, resilience and culture, so they can make the right people decisions for real business benefit.

What's more, we provide hands-on support to make the changes that will drive results.

Some of our clients include:



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Surveys



People Analytics



Consultancy

PeopleInsight