

Help Your Team Beat Burnout!



**Make The Success
And Well-Being of
Your Employees
a Priority**

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59%

of workers are taking less time off than they normally would, despite burnout *

37.5%

of workers report feeling depression and health anxiety due to remote work

69%

of employees working from home suffer from burnout symptoms

1+

the average workday is more than 1 hour longer now that it was before the pandemic

* Monster poll results, July 10–13, 2020

2021 may be gone, but our “new normal” remains. Zoom meetings, and kitchen-table-turned-offices are likely to remain a part of our day-to-day for some time, and it is important to keep our mental health in mind as we venture into yet another year of transition.

Employees all around the world have settled into unhealthy habits. From late nights, to Netflix binges, poor ergonomic work set-up, and a significant decrease in physical activity, coupled with the ever growing problem of the inability to disconnect from their virtual reality, the pandemic sure hasn't made things easy on those stuck working from home.



The fact that the reality of virtual work offers little in the way of communication and support from colleagues and loved ones, also plays a big role in the deterioration of the mental health of employees. This leads to burnout, and a lack of productivity at work, which is ultimately detrimental to the business, as well as the employee.



How Can You Help Your Employees?



Concept of Remote Manager

Being a successful manager at the office is one thing, but doing the job remotely presents new challenges. Communication is key when helping employees work through burnout, and the manager is the one in most frequent contact with workers.

Make sure you provide training opportunities to your managers, with a focus on managing stress and preventing burnout, establish structured daily check-ins and ensure the right tools are available and accessible. This is sure to improve the collaboration among your employees, and thus their productivity.

The little things we do, often have the biggest impact on our lives, and so too with our wellbeing.

Encourage your employees to take small steps, like a mini digital detox, or a 15-min socially distanced walk outdoors, or perhaps organize a mindful eating workshop. To get on board most of your employees, make sure first that the senior leaders and immediate managers are actively involved.



Encourage Small Acts of Wellbeing



Provide Mental Health Education Opportunities

Most people can't be expected to deal with a problem, without first understanding it. Provide opportunities for your employees to learn about mental health, like a virtual session with a psychologist, or a virtual wellness webinar. Providing opportunities like this will give your employees the chance to connect with others, while simultaneously comprehending their own struggles, and therefore being one step closer to overcoming them.

One of the most effective ways to get remote workers out of their slump, is to provide opportunities for them to connect and bond with others, despite the virtual setup.

Organised group workout, or meditations sessions are a perfect example for activities that benefit both the body, and the mind of your employees and therefore optimise their mental and physical health. Even a few minutes per day of organised meditation, are sure to get anyone out of a workday slump.



Engage Your Employees In Corporate Wellbeing Events



* Deloitte, Mental health and employers Refreshing the case for investment, January 2020



Cultivate Fairness and Balance

Consider building an employee engagement plan, which could start with a company or department-wide survey. This helps in identifying priorities, while simultaneously communicating to employees that their opinions are valued and taken into consideration. Feeling valued while working from home is a big issue for employees, so HR managers need to make sure they are addressing such worries, and thereby taking some weight off their employees' chests.

Senior leadership and HR departments need to evaluate their organisational structure and culture, to make sure that it fits the new reality of virtual work.

Employee wellbeing and mental health must be a top priority, in order to ensure success during these difficult times.



Thank You!



Looking Forward to Winning Together!

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