

ABC Organization, Report

Employee stress & the risk of
burnout

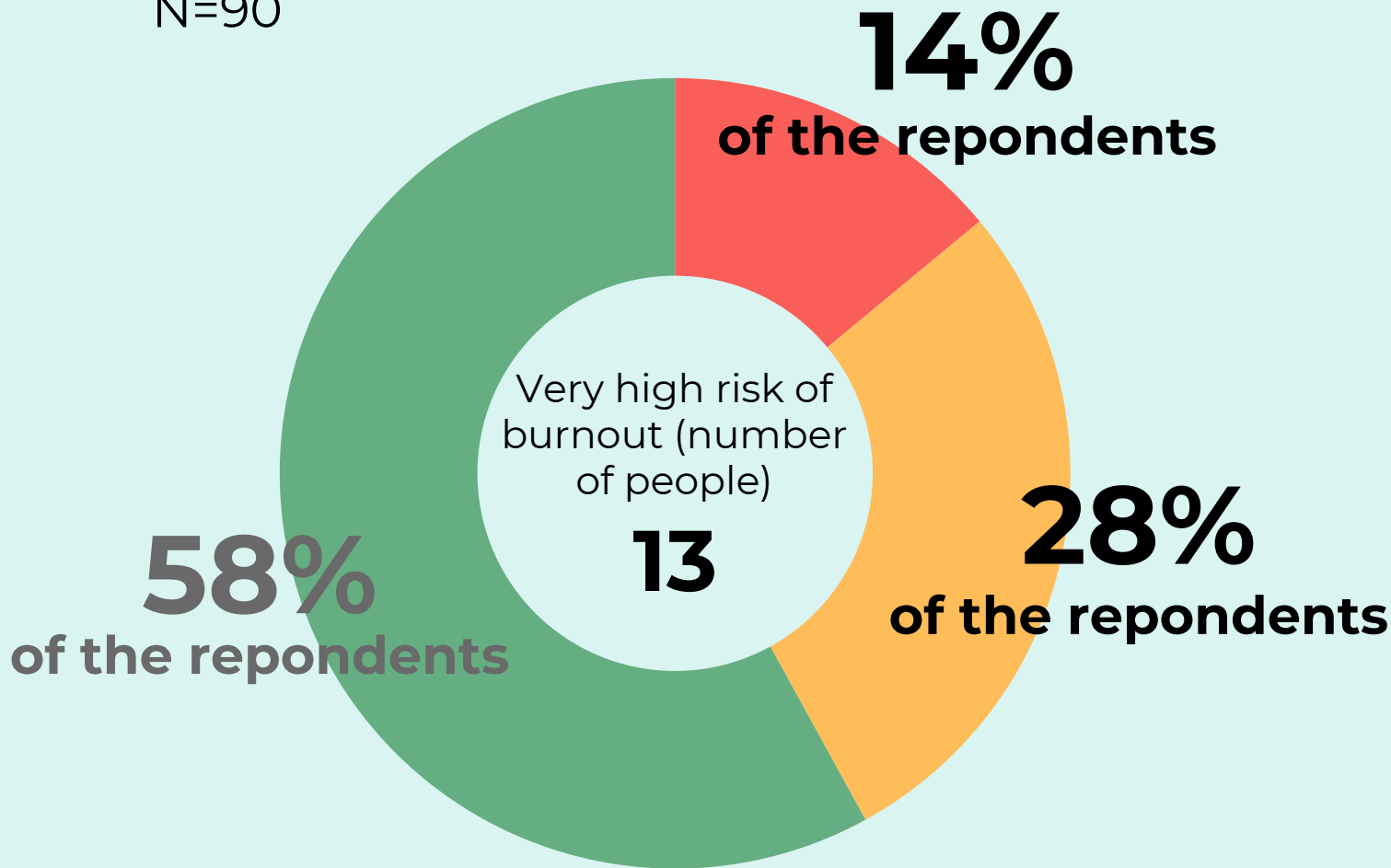
Content

- **Overview of the risk of burnout**
- Symptoms of stress
- Stressors
- Employee feedback on reducing stress
- Departmental results

Overview of the risk of burnout (1/2)

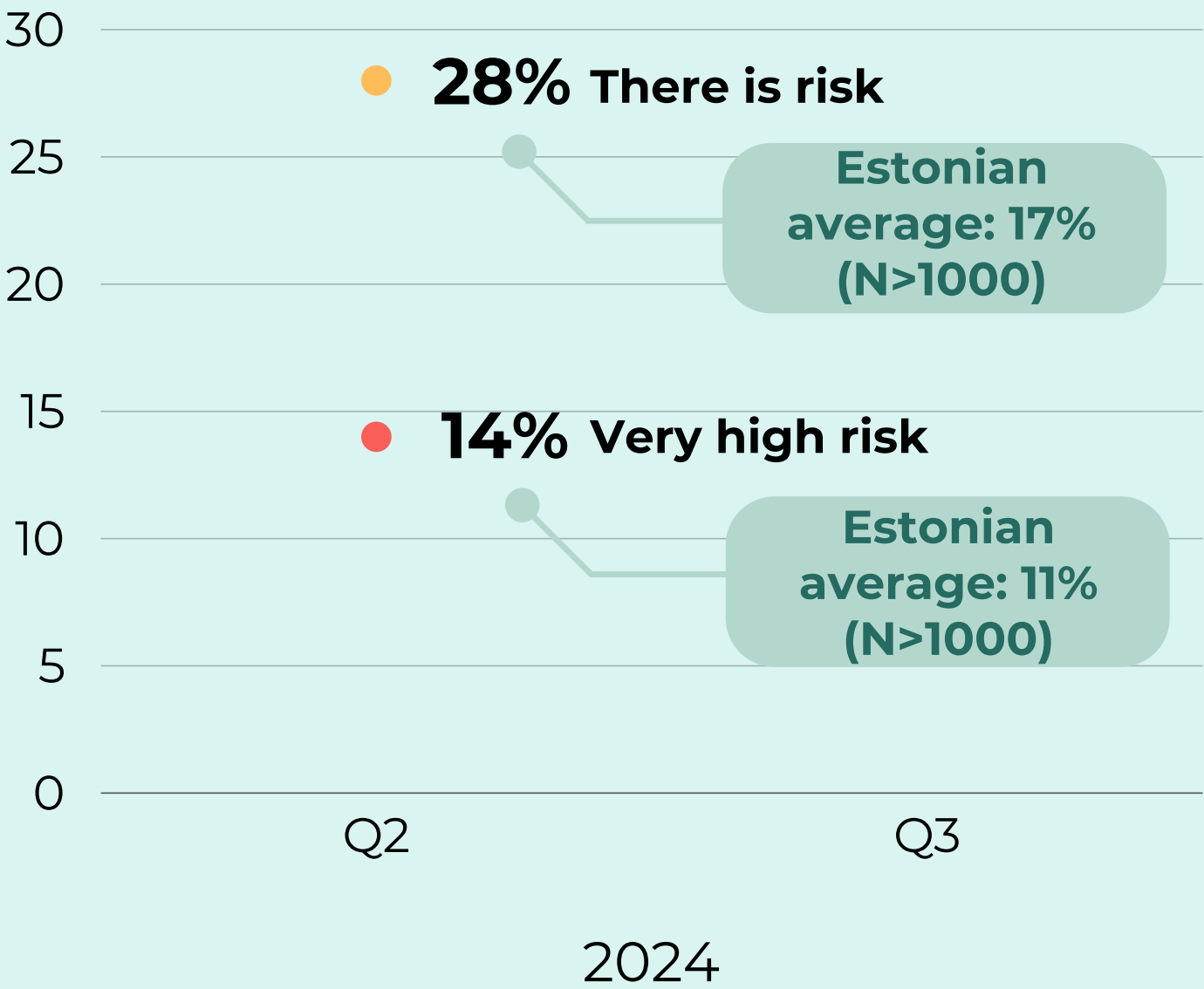
Q2 2024

N=90



Development over time

Very high risk & there is risk
(% of all respondents)



Overview of the risk of burnout (2/2)

Q2 2024

N=90

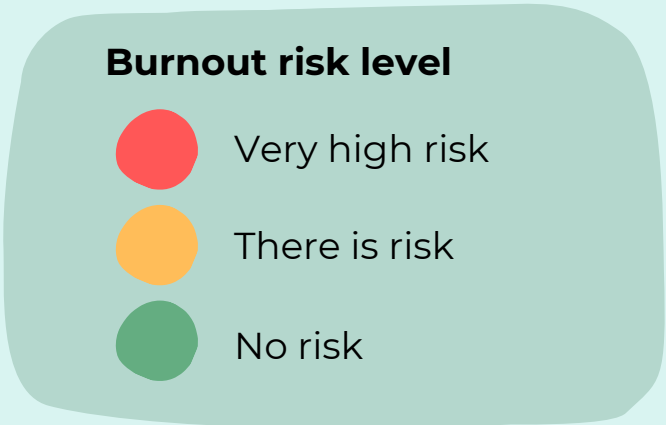
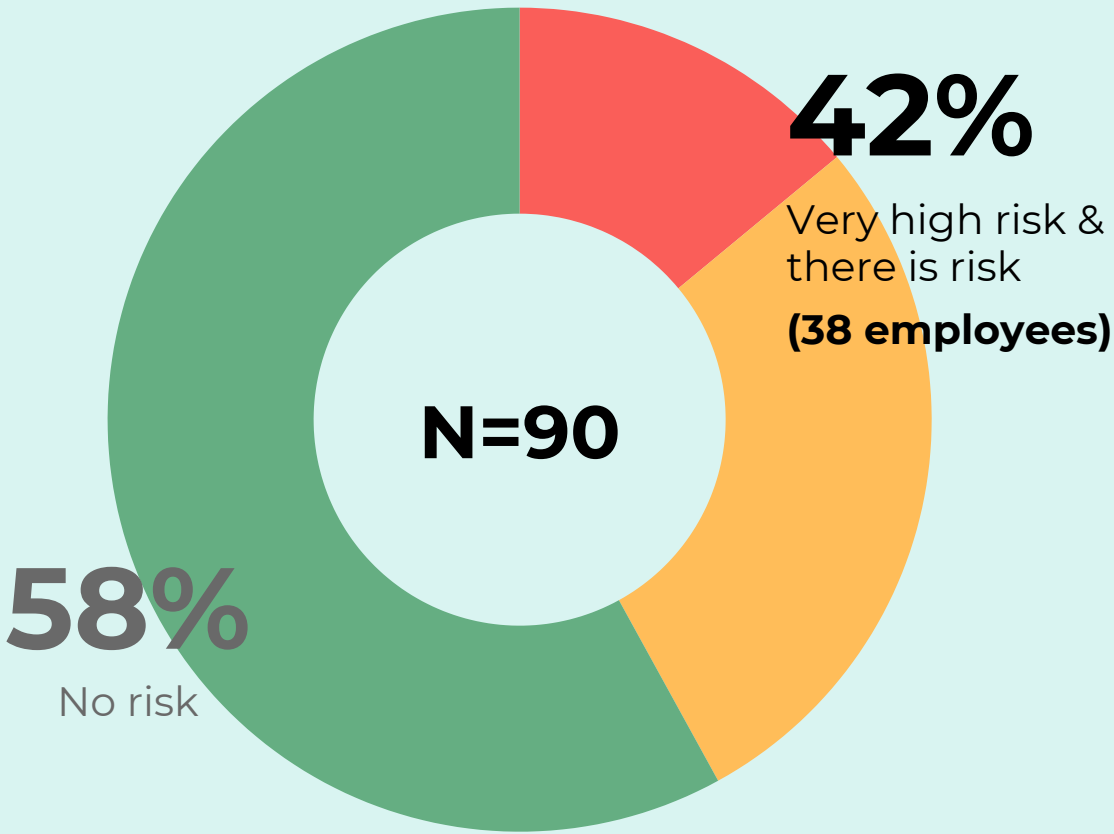


Content

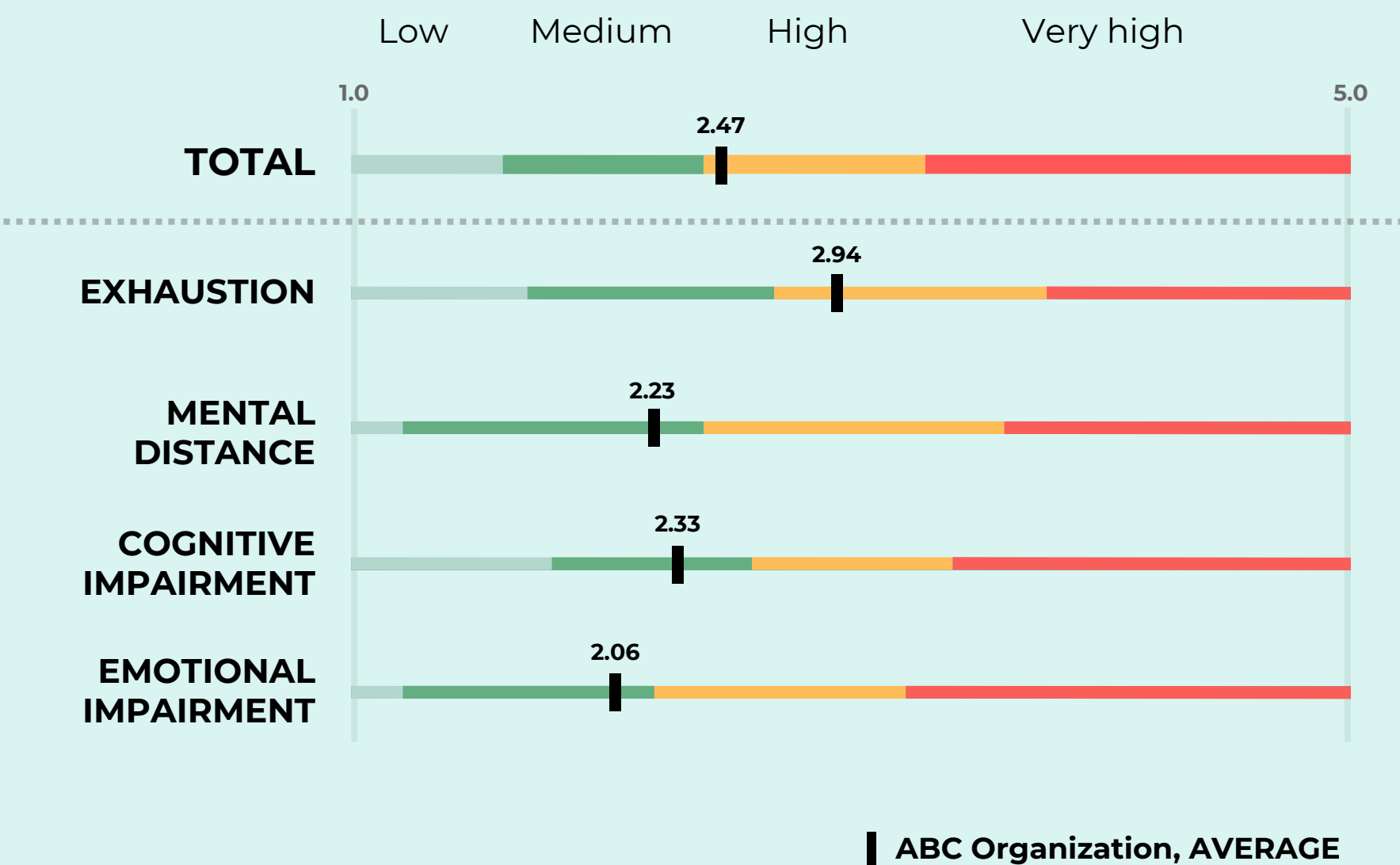
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Symptoms of stress

Q2 2024



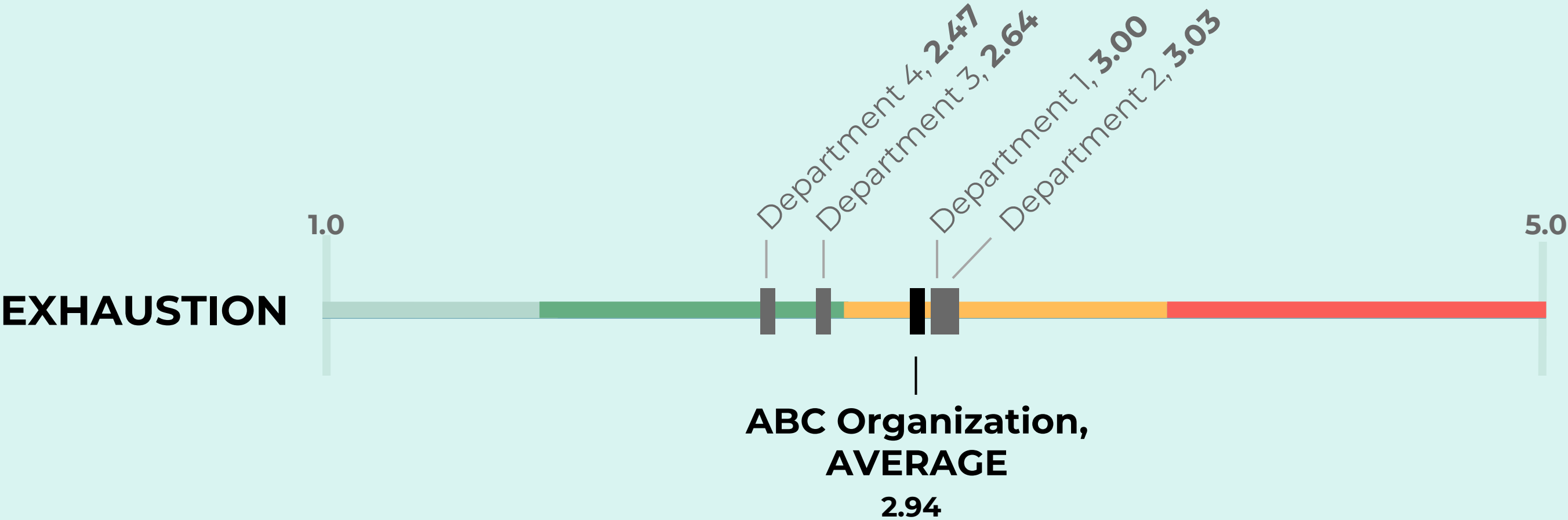
ABC Organization vs. statistical norms¹



Note 1. The statistical norms are based on the results of the Flemish (Belgian) workforce.

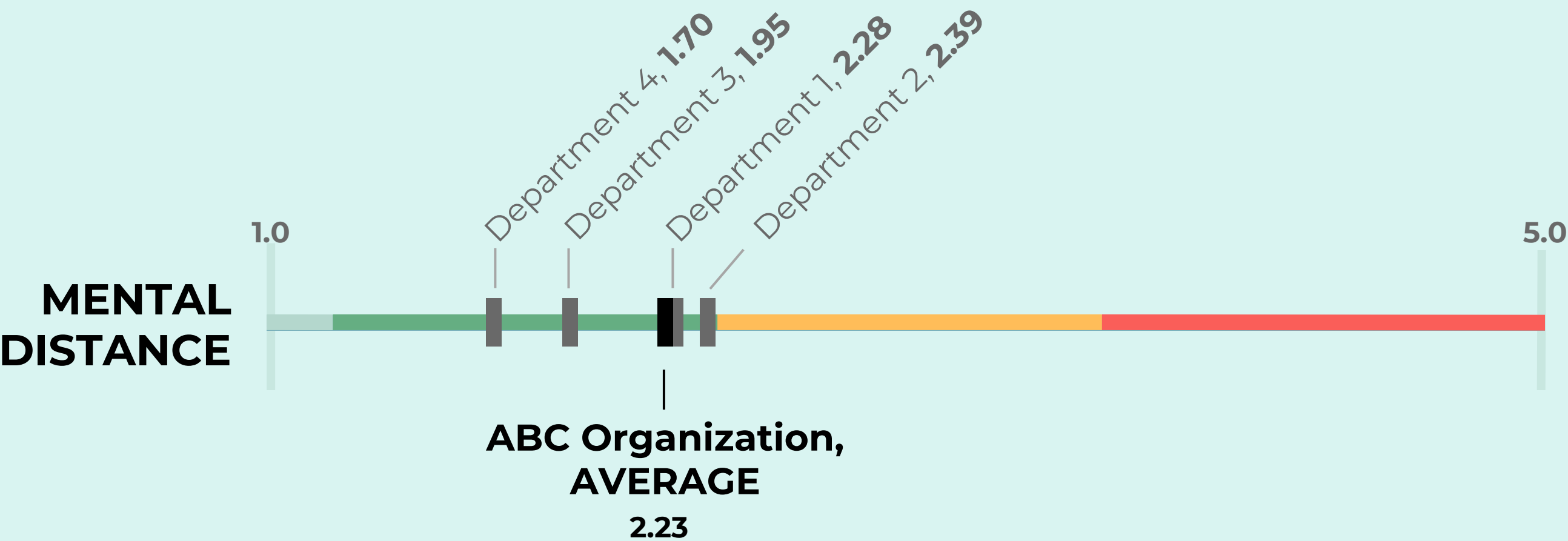
Symptoms of stress – Exhaustion

Exhaustion refers to a severe loss of energy that causes physical and mental fatigue. Manifestations are a lack of energy to start a new job, feeling completely exhausted after a working day, a feeling of fatigue that comes on quickly even with minimal effort at work, and the inability to rest after work.



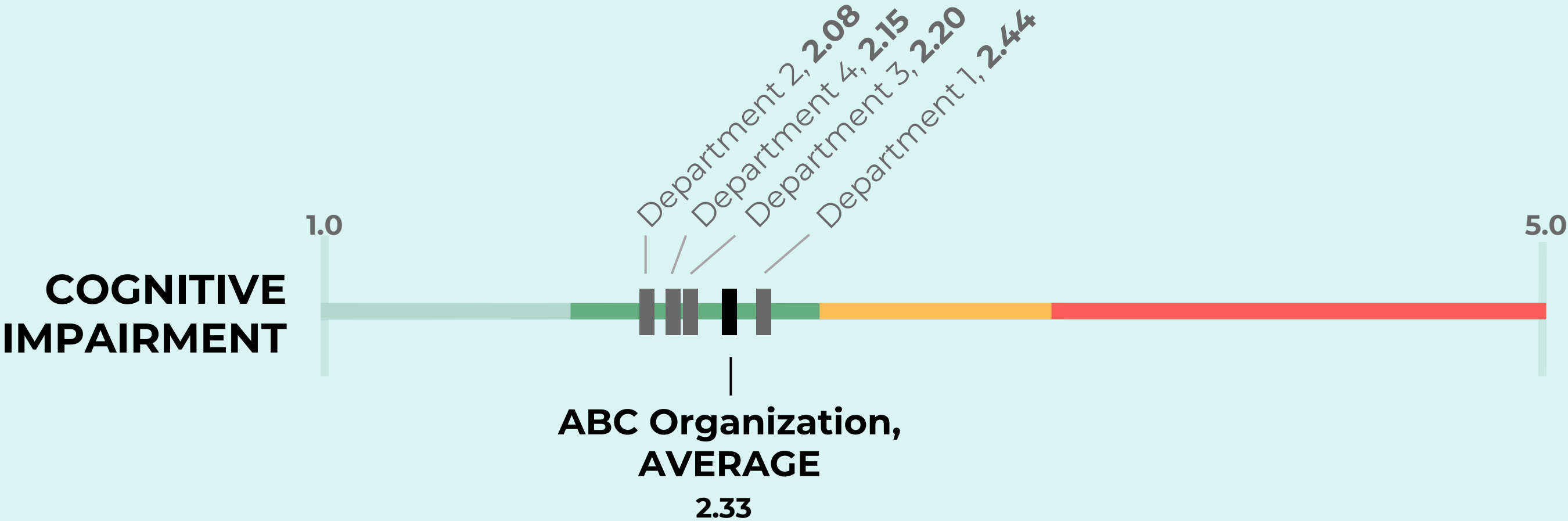
Symptoms of stress – Mental distance

Mental distancing manifests as psychological distancing from work due to strong reluctance. Manifestations include avoidance of contact, indifference and lack of enthusiasm.



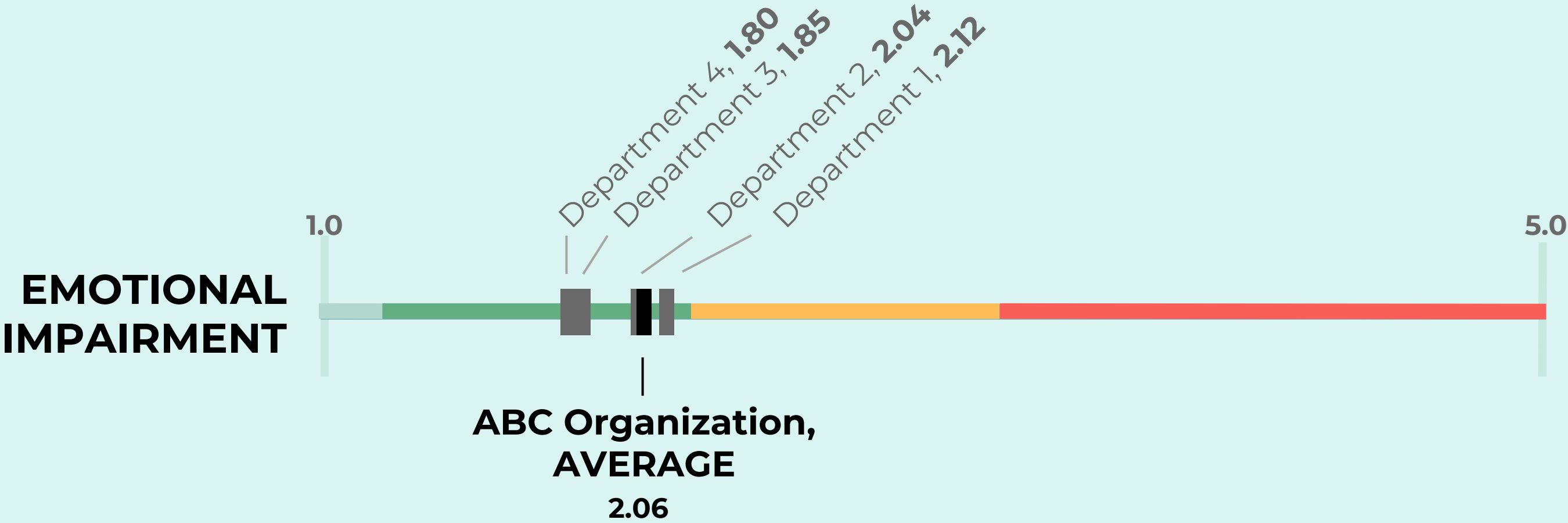
Symptoms of stress – Cognitive impairment

Deterioration of cognitive abilities is indicated by impaired memory, attention and concentration disorders, difficulty thinking clearly and learning new things at work, as well as poor working memory, such as the ability to remember and manage multiple things simultaneously.

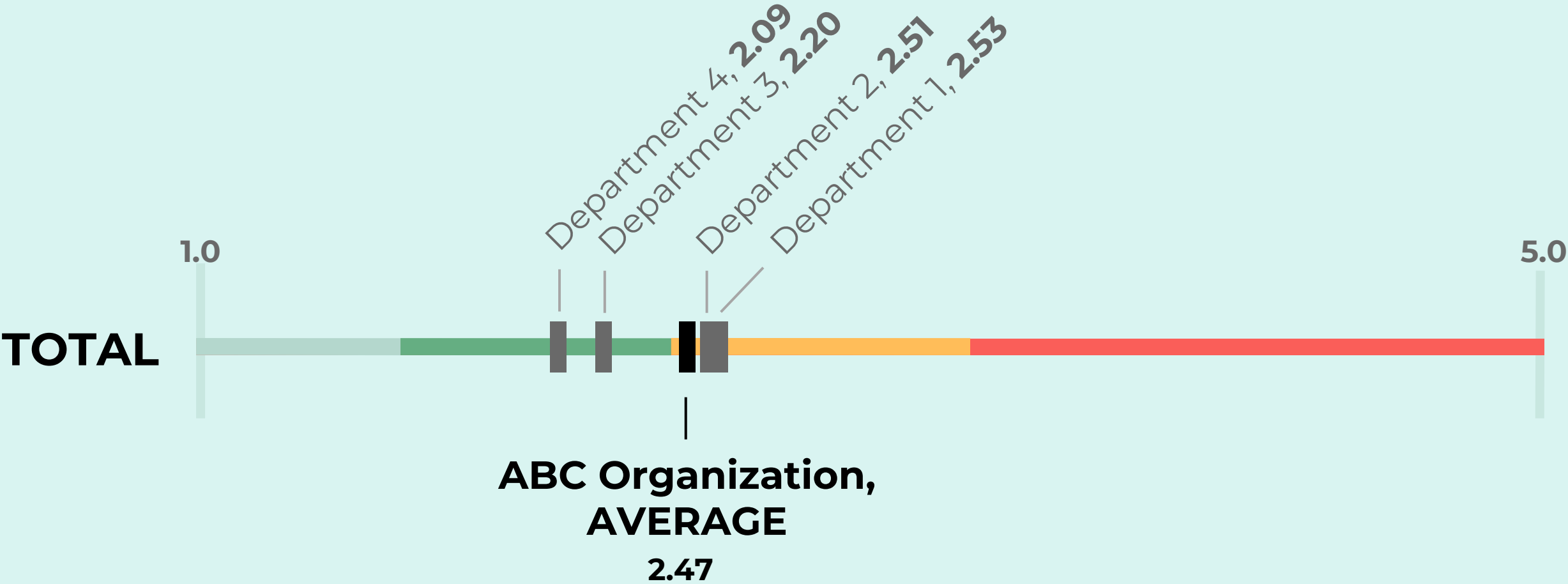


Symptoms of stress – Emotional impairment

Deterioration in emotional well-being is indicated by easily getting upset, overreacting, difficulty controlling emotional reactions, and feeling overwhelmed by one's emotions.



Symptoms of stress – Total



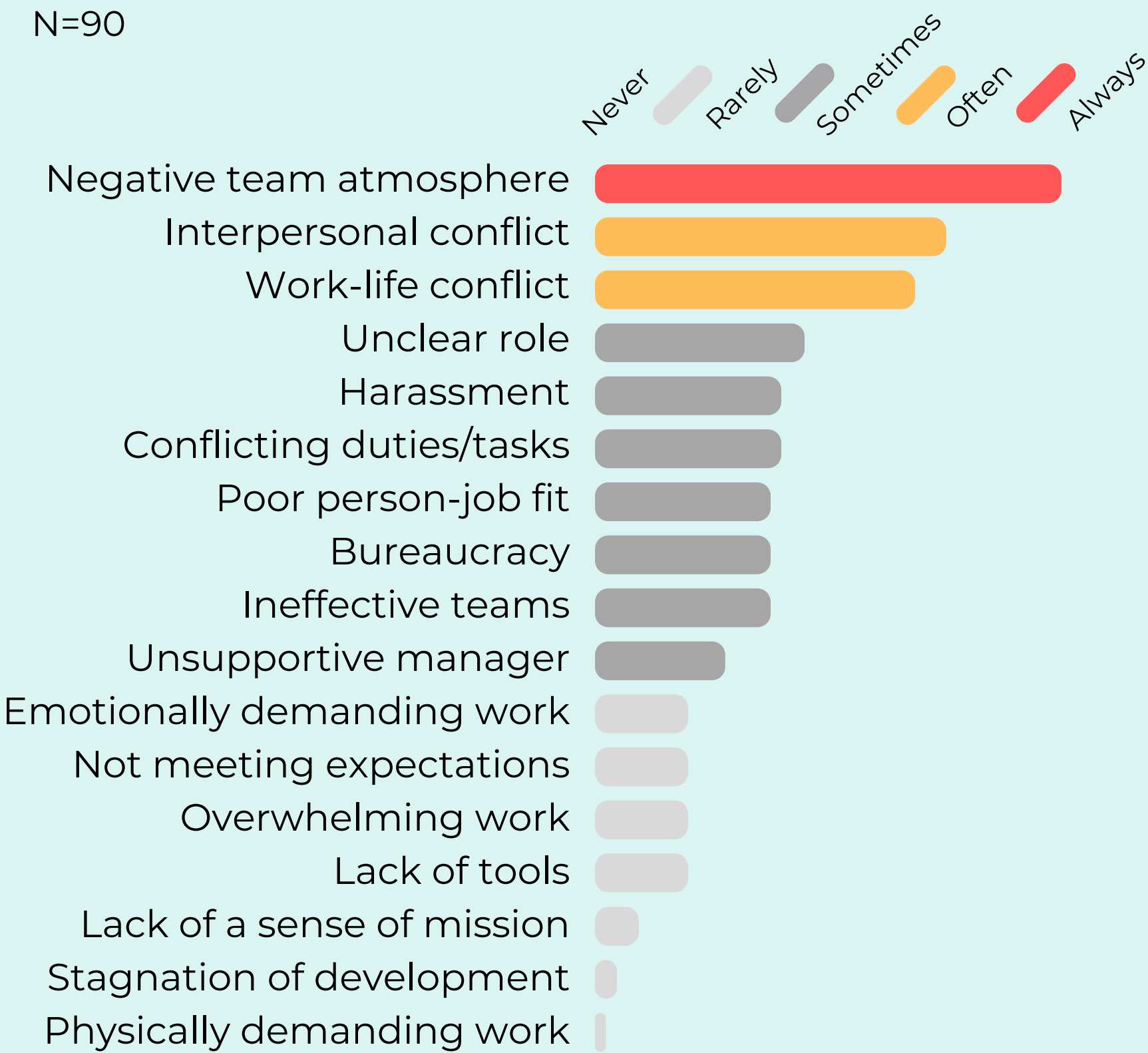
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Stressors in the organization

Q2 2024

N=90



Department 1

- Negative team atmosphere
- Interpersonal conflict
- Harassment

Department 2

- Work-life conflict
- Unclear role
- Conflicting duties/tasks

Department 3

- Poor person-job fit
- Bureaucracy
- Unsupportive manager

Department 4

- Unsupportive manager
- Ineffective teams
- Harassment

Content

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Employee feedback on reducing stress

Q2 2024

N=90

Negative team atmosphere

"I would like more **open communication** in the team, maybe we could start with a **regular meeting** where we **discuss not only work topics**, but also team dynamics and how we can get along better."

"Smaller **team activities outside of working hours** could help create a sense of unity and reduce tensions."

Interpersonal conflict

"Sometimes **management could be more accessible** and provide a **neutral mediator** so we can resolve issues before they escalate into a major conflict."

"Please support us more in conflict resolution. Perhaps it would be useful if we had the opportunity to participate in **conflict resolution workshops** or sometimes bring in an **external consultant** to help with more difficult situations."

Work-life conflict

"More **flexible working hours** would help me better balance my work-life commitments, especially when it comes to caring for a sick family member or dealing with personal issues."

"If the workload starts to become too much, it would be good if I could **discuss the workload and priorities with my manager** - this would reduce the risk of stress and burnout."

You can see all the feedback in the responses file that comes together with the report.

Employee feedback on reducing stress – Potential actions

Q2 2024

N=90

Negative team atmosphere

- Regular "team building" exercises
- Smaller team gatherings after working hours
- Open and anonymous feedback system
- Regular one-on-one meetings between the manager and the employee
- More public recognition for work, employee of the month, sports promoter, etc.
- Discussions about why we do what we do, what our shared values and goals are

Interpersonal conflict

- Managers being more accessible to the employees
- Ability to communicate with a neutral mediator
- Opportunity to participate in conflict resolution workshops
- Team workshops focusing on communication and empathy
- A clear process for conflict resolution through HR or a third party
- Regular conversations with the manager to discuss tensions early

Work-life conflict

- More flexible working time options
- Ability to discuss workload and priorities with manager
- Workload review and redistribution of tasks
- The possibility of working from home
- Discussion of additional holidays or rest periods if the workload has been very intense
- More flexible vacation schedule planning
- The manager could encourage us not to be available all the time

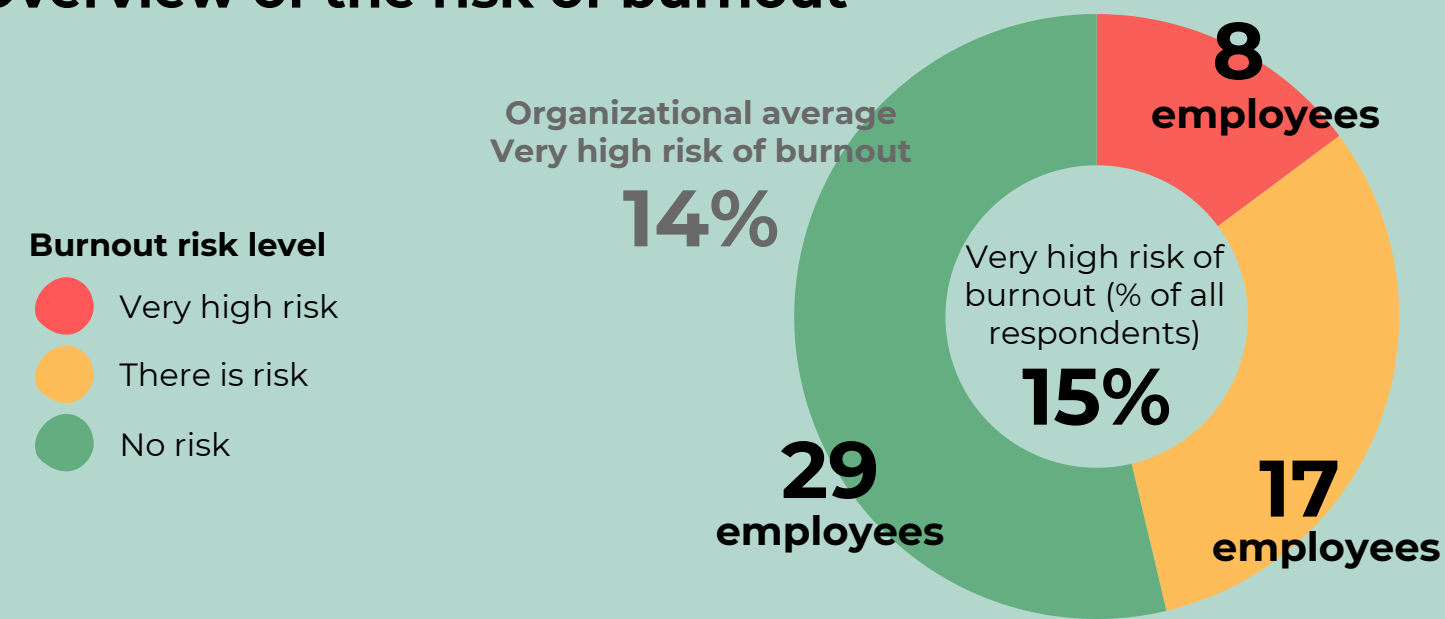
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Department 1

Q2 2024, N=54

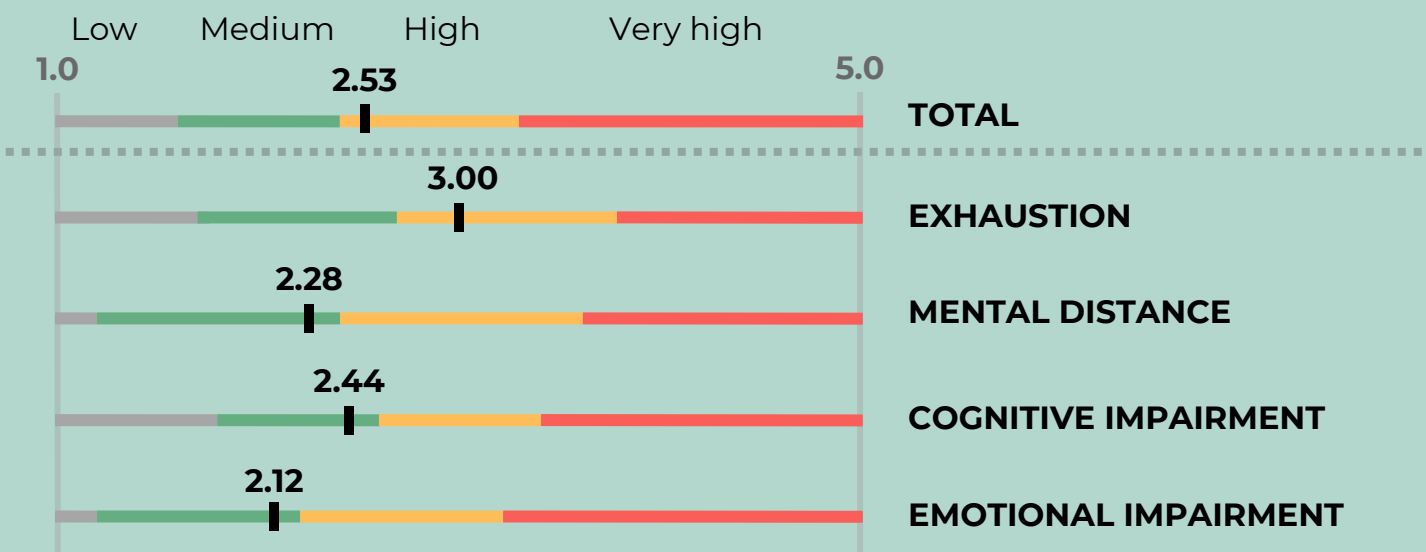
Overview of the risk of burnout



Stressors



Symptoms of stress



Employee feedback

"I would like more open communication in the team, maybe we could start with a regular meeting where we discuss not only work topics, but also team dynamics and how we can get along better."

"Please support us more in conflict resolution. Perhaps it would be useful if we had the opportunity to participate in conflict resolution workshops or sometimes bring in an external consultant to help with more difficult situations."

"Smaller team activities outside of working hours could help create a sense of unity and reduce tensions."

"When tasks are conflicting or vague, I often feel that priorities are lacking. I would benefit from a team creating a common framework for prioritizing and dividing tasks to avoid confusion."

"Sometimes management could be more accessible and provide a neutral mediator so we can resolve issues before they escalate into a major conflict."

Thank you!

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