

# Wellness in the workplace



## Our people are our business... how are your people?

Southern Cross undertook a Wellness in the Workplace survey in 2017. It represented about 5% of New Zealand's workforce.

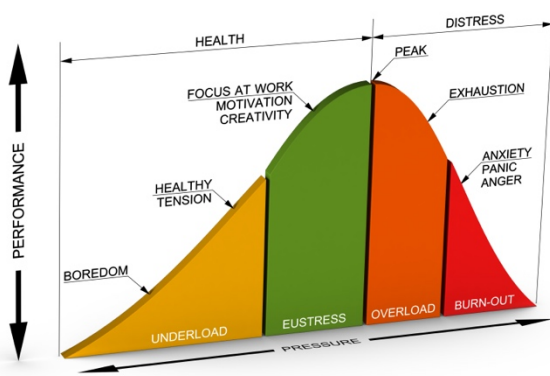
The survey discovered that stress was up by a net 22.9% across businesses and was on the rise for the second consecutive time with general workload being the main cause of anxiety.

The Wellness Council of America estimates that around 38% of the world's workers are suffering from excessive pressure on the job.

Wellness is a key part of health and safety in the workplace.

Are you actively managing it?

# Stress vs performance



In reality it is a simple concept.

We know extreme stress (pressure) will reduce our performance. It is also widely understood that some level of stress is required to keep us operating at an optimal level.

Everyone's stress curve is different. Some people are better than others at recognising where they are on the curve at any one time.

The consequences of not recognising and addressing high levels of stress can range from short term drops in performance to serious burnout and health issues.

## Wellness – the forgotten part of the health and safety equation

Health & Safety has had a strong focus on the physical aspects over recent years with changes in requirements to Personal Protective Equipment, many companies moving to 5 Star motor vehicles, strict lone worker policies and many more improvements. These are very necessary and valuable improvements that are making a difference to worker safety and addressing employer's obligations under the Health and Safety at Work Act 2015.

What most employers are doing is overlooking their most critical asset, **their people**. Whether it be work or home life, the modern pace of life is putting more strain on people. The personal and organisational cost of not focusing on this important area is extremely high.

## How can I help your people and your organisation?

I deliver interactive training sessions that help individuals, teams and managers to:

- Understand and recognise stress in themselves and colleagues
- Understand mental health in life and the workplace and how it affects performance
- Create an open environment and culture to talk about stress, mental health and skills to support others
- To build teams that focus on the people and not just the project outcome
- Understanding personal resilience in life and the workplace
- Understanding the resilience model and learning techniques to develop and strengthen their resilience



## The resilience model



## The training sessions

These sessions are ideally targeted at 6 – 12 people, however we can customise our delivery to fit your needs for small or larger groups.

Attendees will receive notes and resources to assist them beyond the sessions.

The goal of these sessions is to raise awareness of stress, mental health and wellness in the workplace and provide individuals and management tools to assist themselves and their teams look after themselves and others.

One person helped is a positive response. Experience from these sessions indicates multiple attendees gain something significant every time.

## What does optimal wellbeing look like?

Optimal wellbeing has a positive impact at four different levels: **individual, team, organisational and community**. A snap shot of some of the benefits are detailed below:

- Individual** *Individuals with optimal wellbeing are more resilient and better equipped to deal with life's ups and downs. They are also more creative.*
- Team** *Individual wellbeing can improve collaborative effort, indirectly improving team performance.*
- Organisational** *Higher levels of job satisfaction and organizational commitment.*
- Community** *Improving individual wellbeing is related to better physical healthy, family connectedness, social support and work productivity – all of which have a positive impact on our community.*

## My experience

I have 30 years civil engineering experience with 20 years middle management to senior management. In my last role I was a champion for mental health and wellbeing and worked with the leadership and people teams to raise awareness around these topics and initiated open discussions at an individual, team and national business level.

I delivered wellness and resilience training to teams, clients and partners. My work was recognised by receiving the 2017 business health and safety award for sharing my own journey with mental health which was shared with the business and associates to try to remove the stigma surrounding mental health.

I am not a trained health care or psychology professional, but I have lived the experience and helped friends and colleagues. I have learnt to manage my own wellbeing and challenges and still perform at a high level. I have experience managing and working in high performing teams within the industry and I have seen first-hand the challenges of constant pressure to deliver on complex and urgent projects can have on individuals and the wider business or organisation.

Read my story here: [Mental health - removing the stigma and managing it in the workplace](#)

## Contact

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# What are people saying about our training?

We asked the attendees at our last training course what they thought about it? This is what they had to say:

*"Very clear & compelling... people appreciate sincerity"*

Was the training relevant to needs: **50% strongly agreed, 50% agreed**

*"Training relevant to many people... would be great to find a way to get busy, stressed people to realise how important it is"*

Did the training meet my expectations: **100% agreed**



*"While you may not be a trained presenter you have definitely earned the right to speak on this subject & it is obvious you have done your homework in terms of research & in terms of your ability to field questions from the floor. Your sincerity & messaging around helping others is invaluable."*



Would I recommend the training to others:

**100% agreed**