

Divided Loyalties

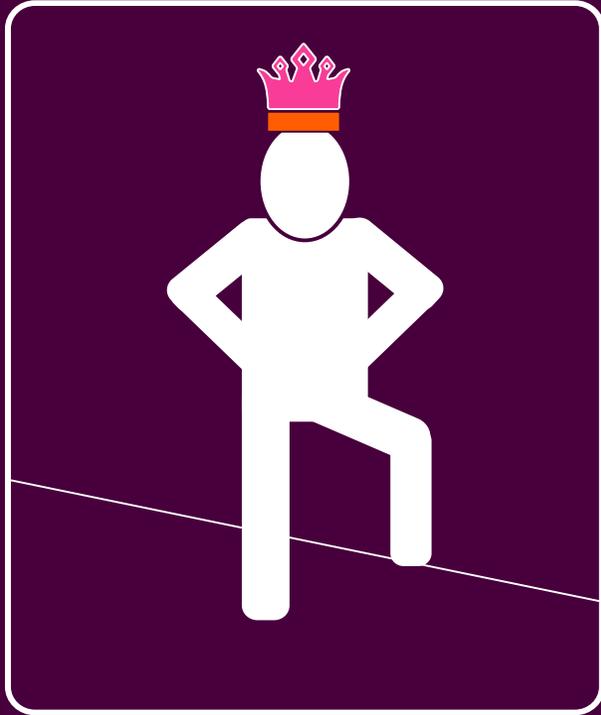
Psychological safety at work and the impact on employee wellbeing and performance sustainability



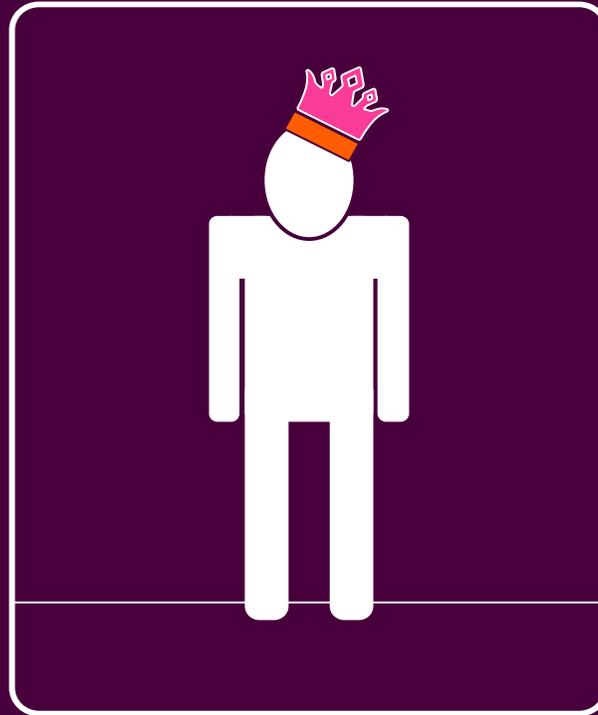
Lesley Cooper

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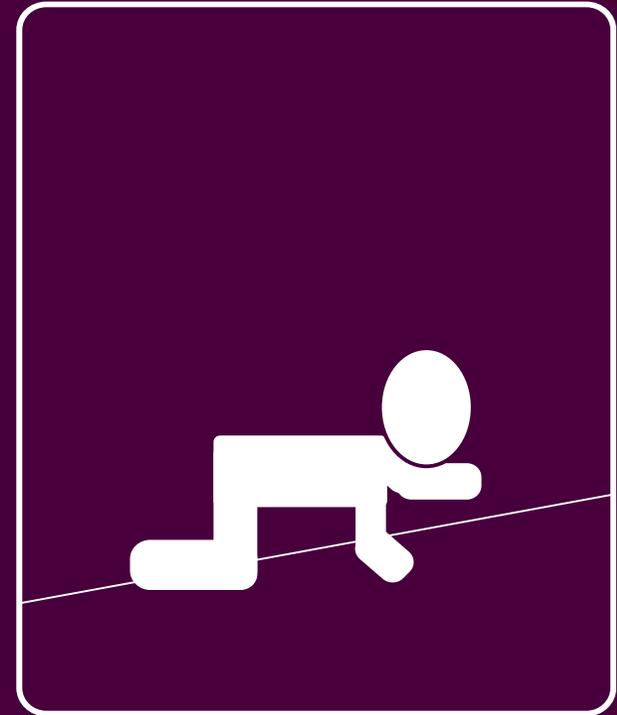
Some weeks you conquer...



Some weeks you conquer



Some you get through



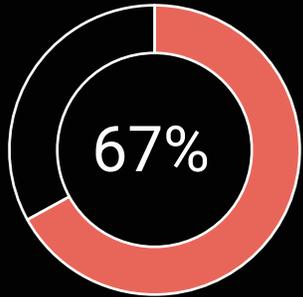
Some you merely survive



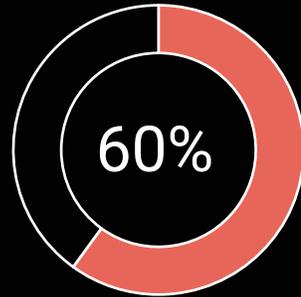


Strongly Agree/Very Strongly Agree

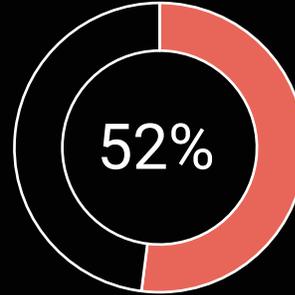
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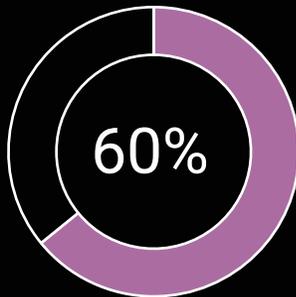
**too much to do
in too little time**



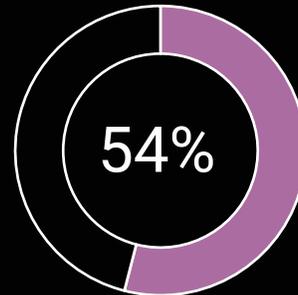
**the amount of
work I have to do**



**the speed at which
I have to work**



**give up exercise
or social activities
when under pressure
at work**



**feel physically or
emotionally drained
at the end of the day**



MEANINGFUL Joy Health WORK
Mission Passion Hopes Personal Growth
Freedom Achieve Happy Change
Goals Beliefs Dreams Family Cause Fulfilled
Uncovering Core PURPOSE-DRIVEN Aspirations
Cars Empowerment Relationships Accomplish Goals Friendships
Community Accomplished Live Championing
Transformation Values Homes
Reciprocity

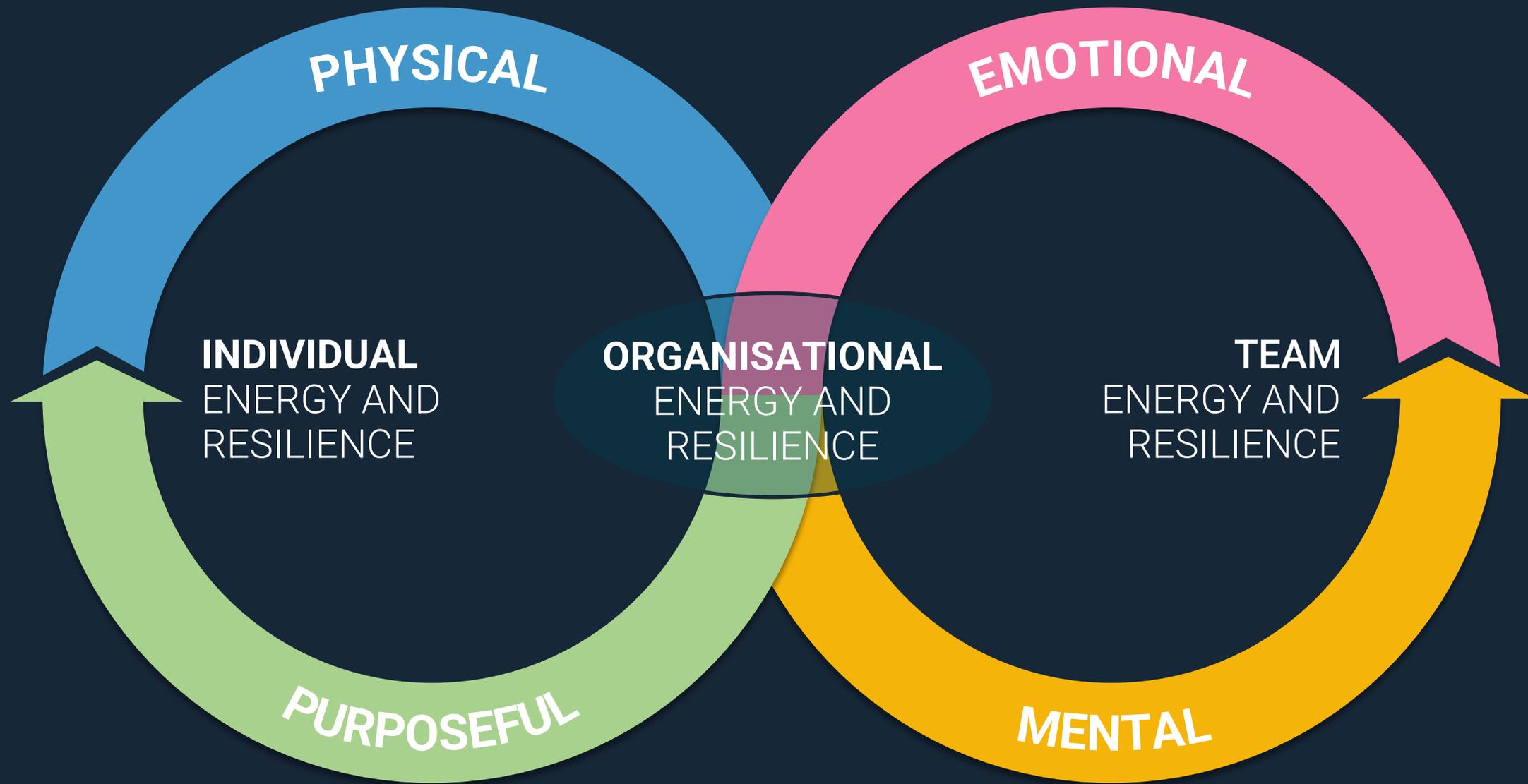


ALT

SHIFT

Wellbeing and performance sustainability requires balance



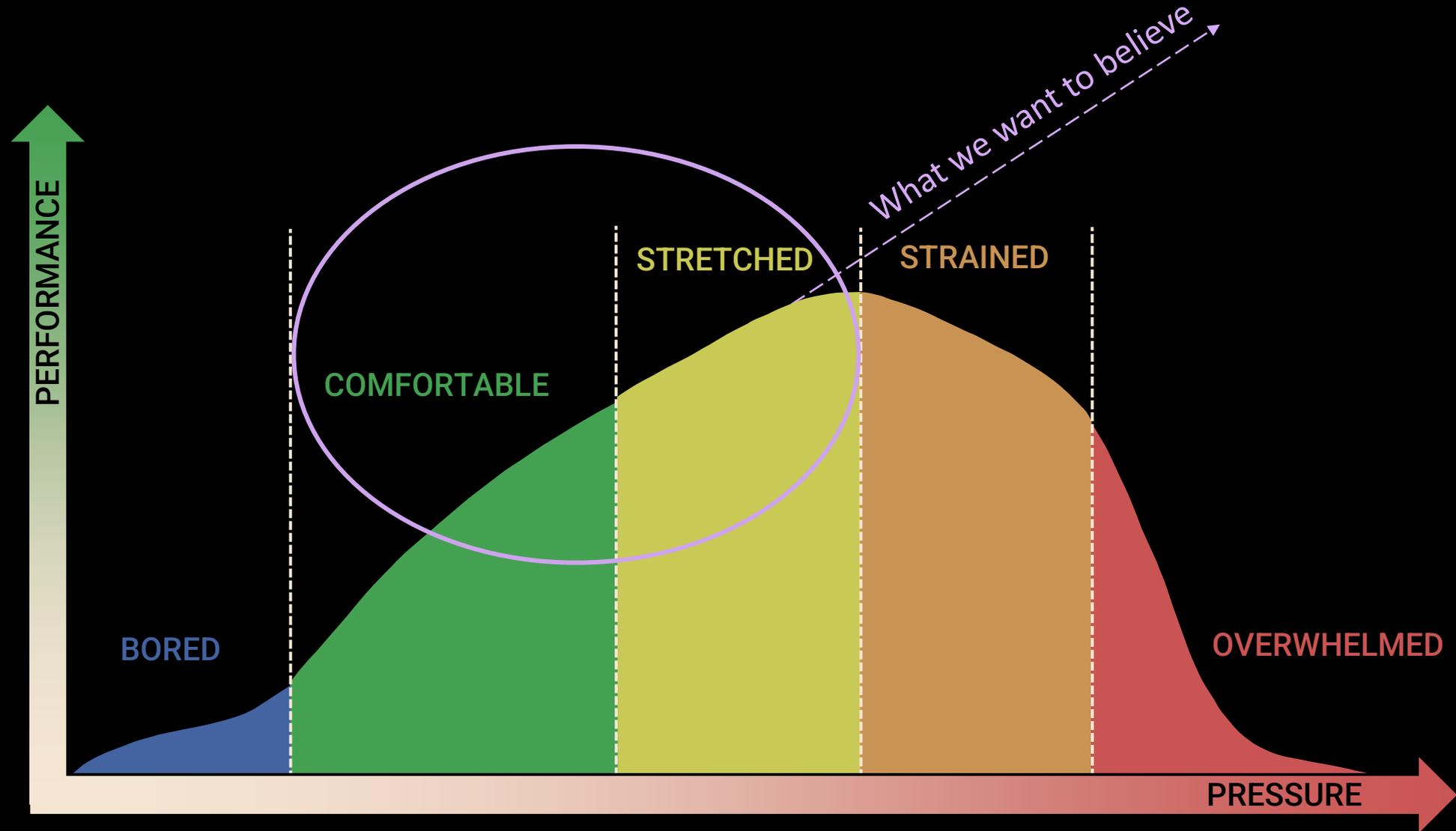


CAPACITY NOT COMPETENCY

Fuel in the tank



The Pressure Performance Curve

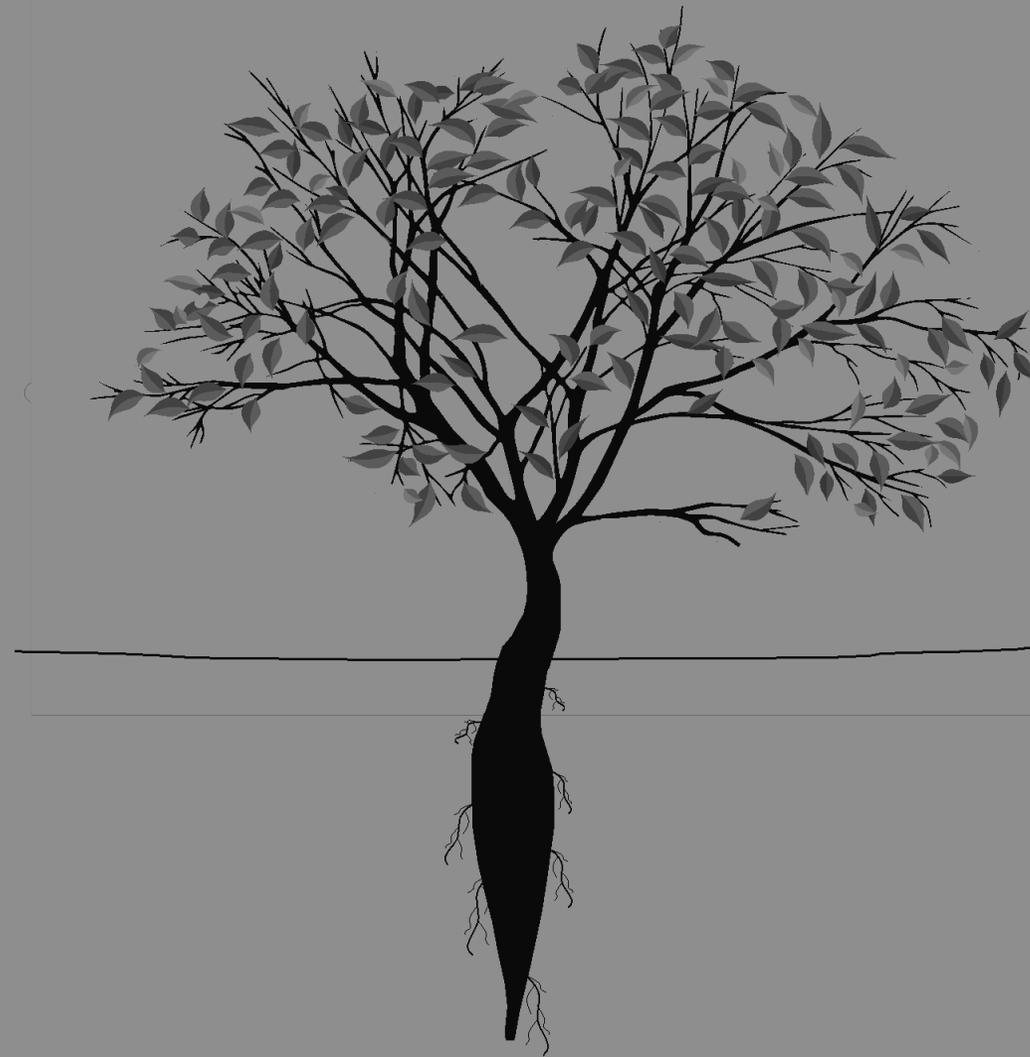


The Working Population's Pressure Curve





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NOT
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STRESS, DEPRESSION, OR ANXIETY CAUSING 51% OF WORK-RELATED ILL HEALTH CASES

IT'S COSTING £56 BILLION TO BE STRESSED!

TWO THIRDS OF EMPLOYEES REPORT FEELING 'DISENGAGED'

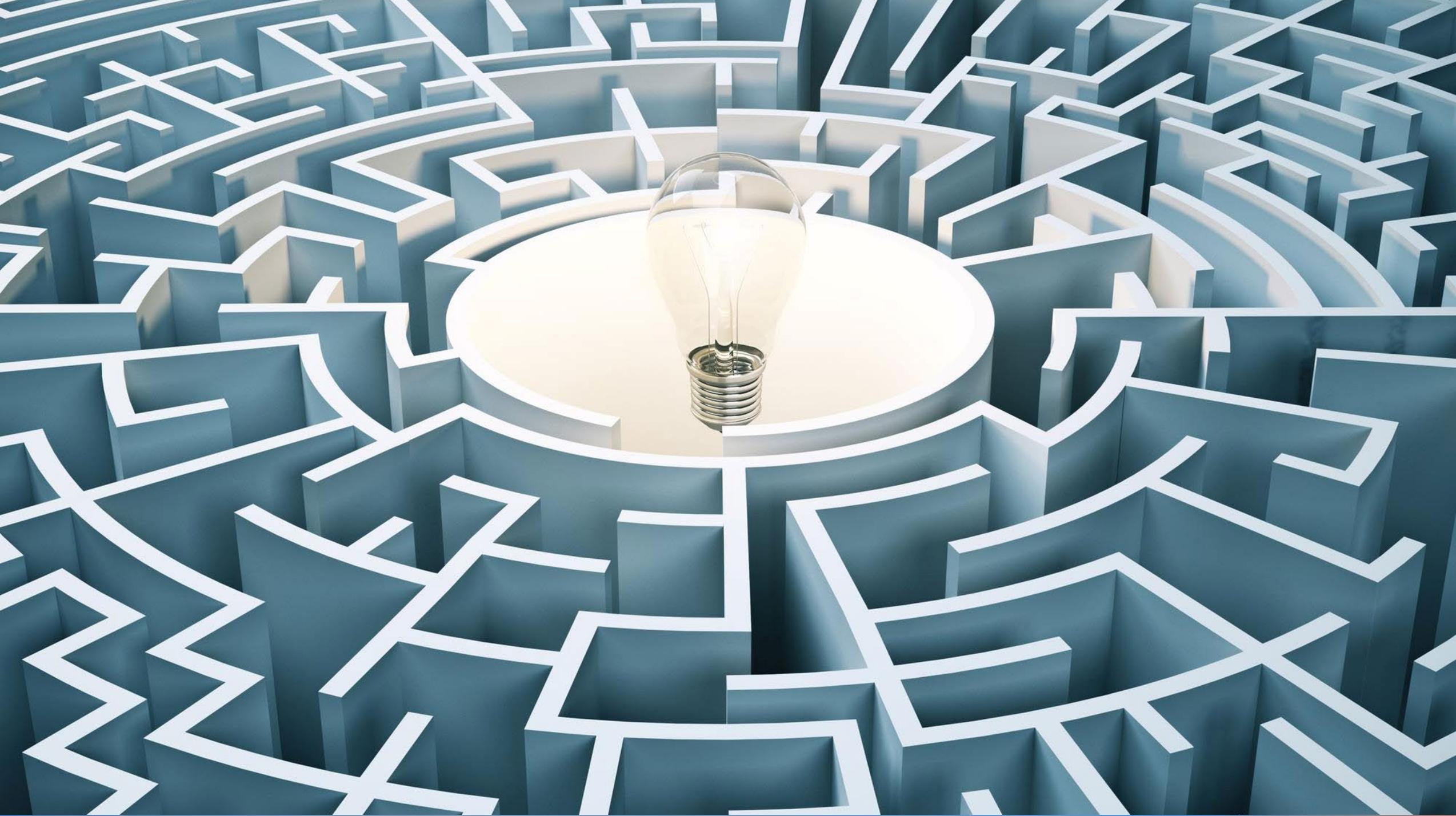
17 MILLION WORKING DAYS LOST DUE TO WORK-RELATED STRESS, DEPRESSION OR ANXIETY

52% DO NOT FEEL SUPPORTED WITH THEIR MENTAL HEALTH AT WORK

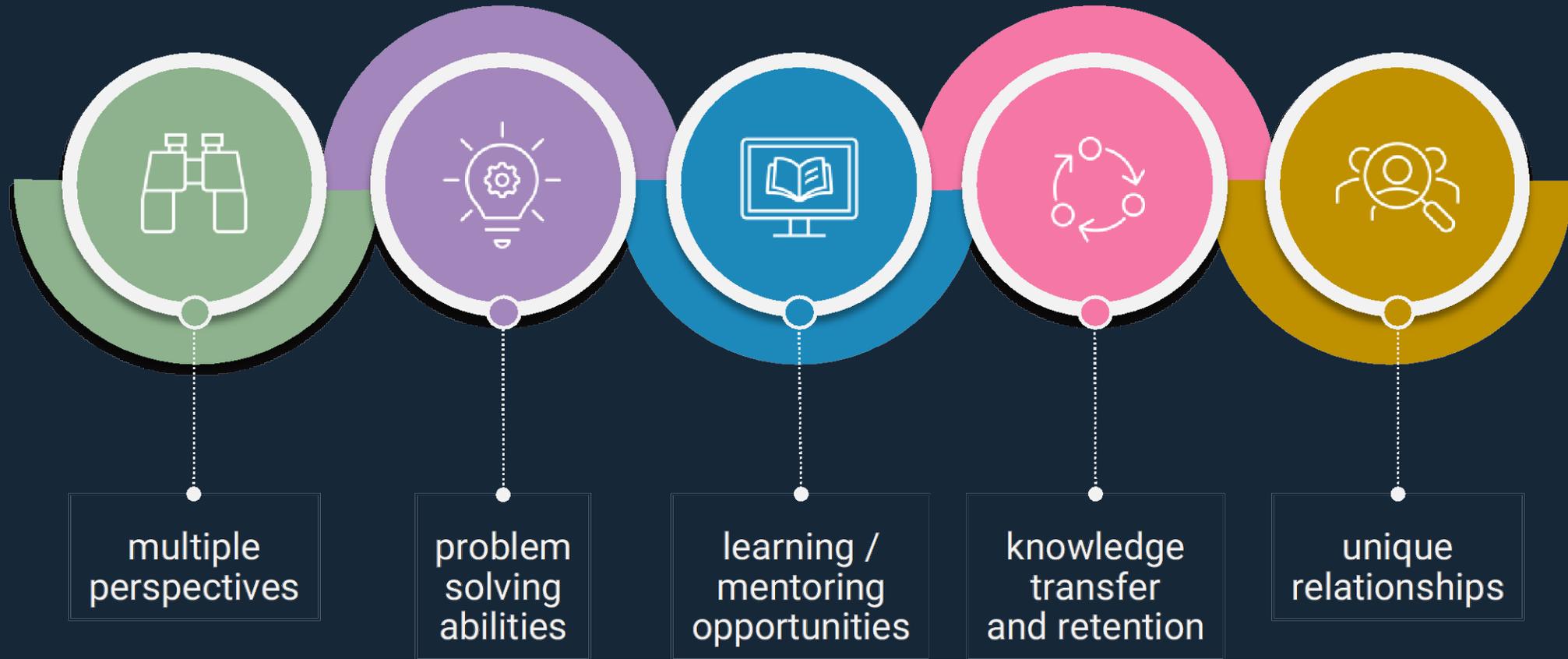
1.8 MILLION NEW OR LONG STANDING WORK-RELATED ILL HEALTH CASES



**Relying on what we know won't
get us where we need to go**



Diverse, Multigenerational Workforce



OUR CORE EMOTIONAL NEED...

To be valued



Psychological Safety

“a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes, and that the team is safe for interpersonal risk taking”



A man in a grey suit and glasses is captured mid-jump, leaping from one large, rounded grey rock pillar to another. He has a confident expression and his right arm is raised. The background is a bright blue sky filled with soft, white clouds. The overall scene conveys a sense of overcoming a challenge or taking a leap.

FEAR LESS

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WHY

WHY

WHERE

HOW

WHEN

WHO

WHO

WHERE

WHAT

HOW

WHAT

WHERE

WHAT

HOW

WHERE

WHEN

HEN

WHEN

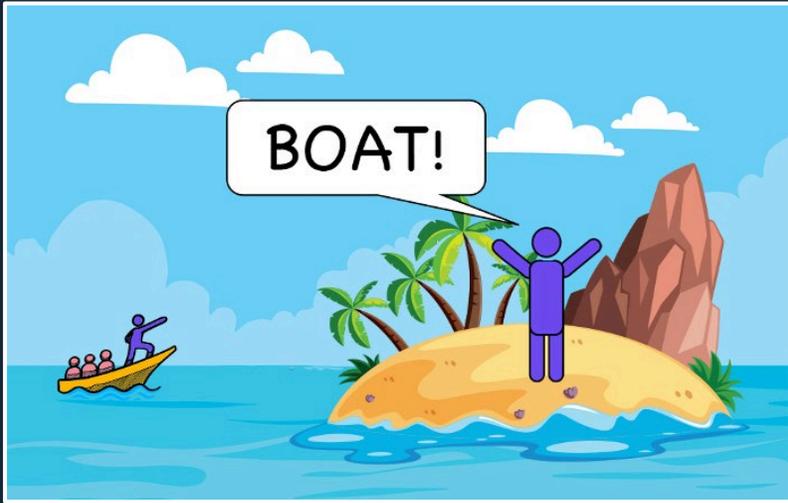
WHY

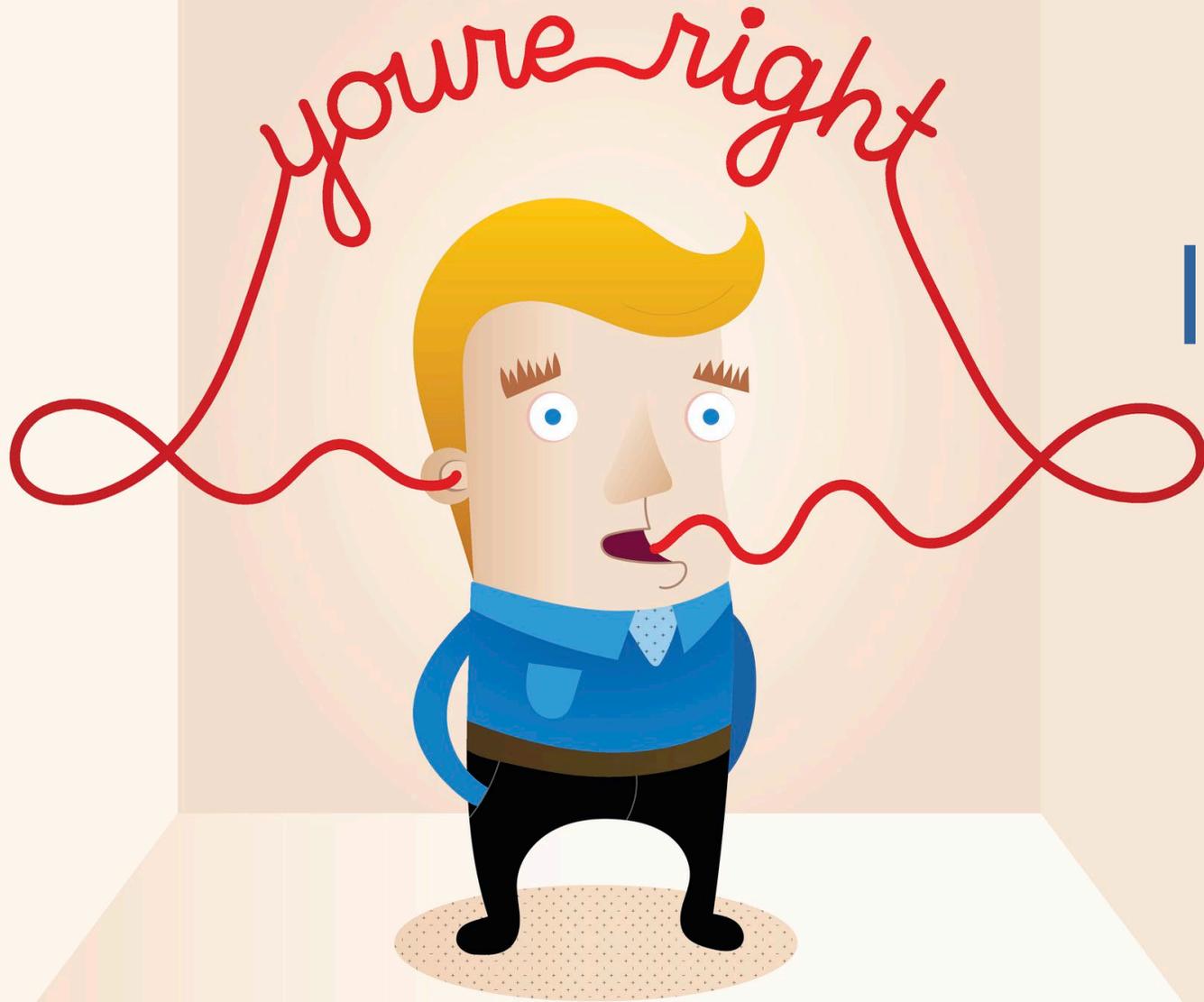
WHAT

HOW

WHERE

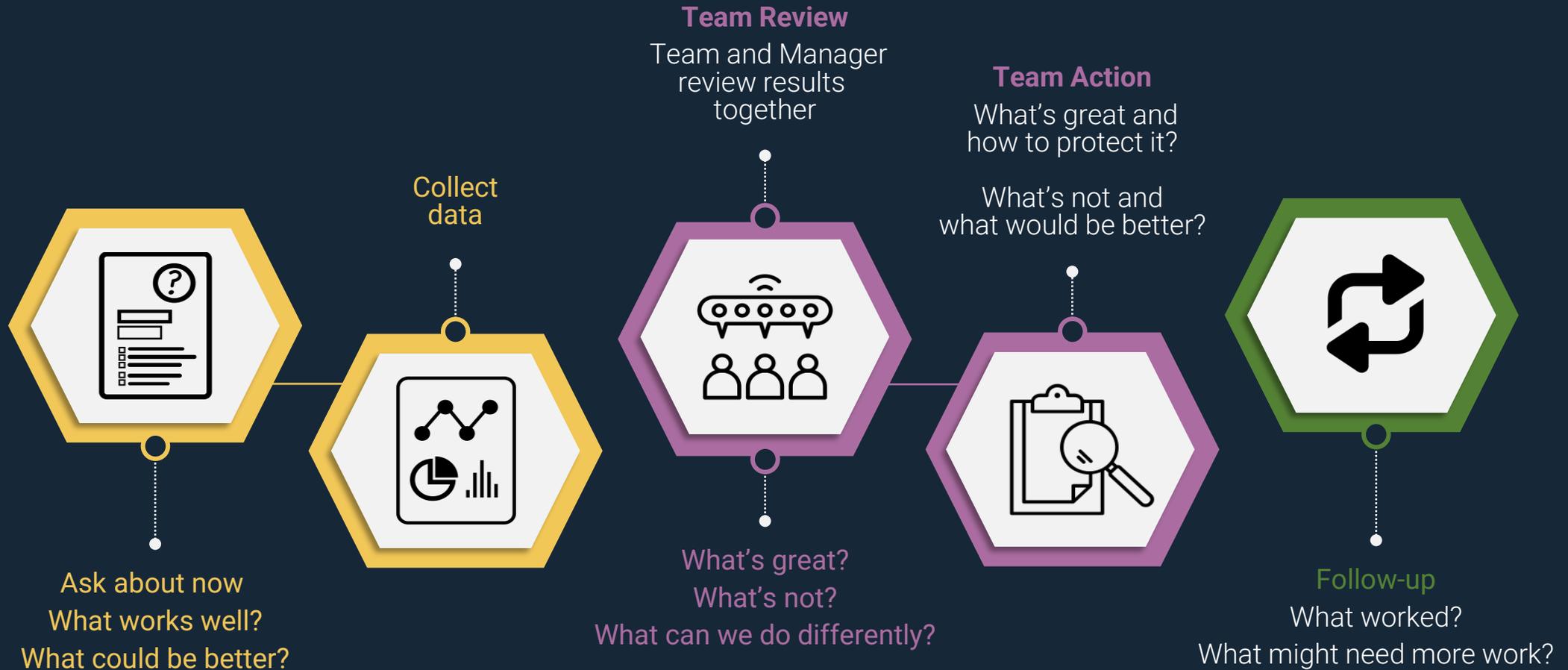
WHAT





Organisational
learning is stunted
in an echo
chamber

Psychologically safe process to share insight...





Who got it wrong?

Who's getting it right?



