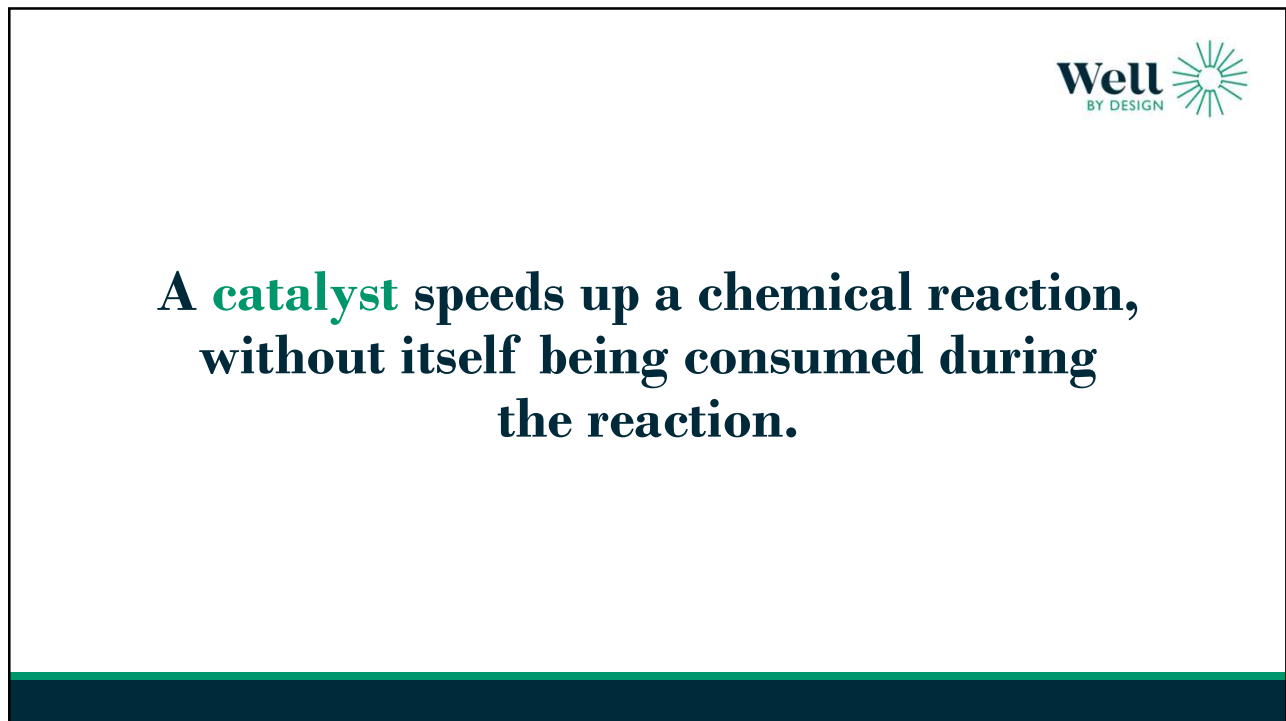




1



2



Shift our Mindset



3

## The Engagement Reality



**20%**

ENGAGED



**64%**

NOT ENGAGED



**16%**

ACTIVELY DISENGAGED

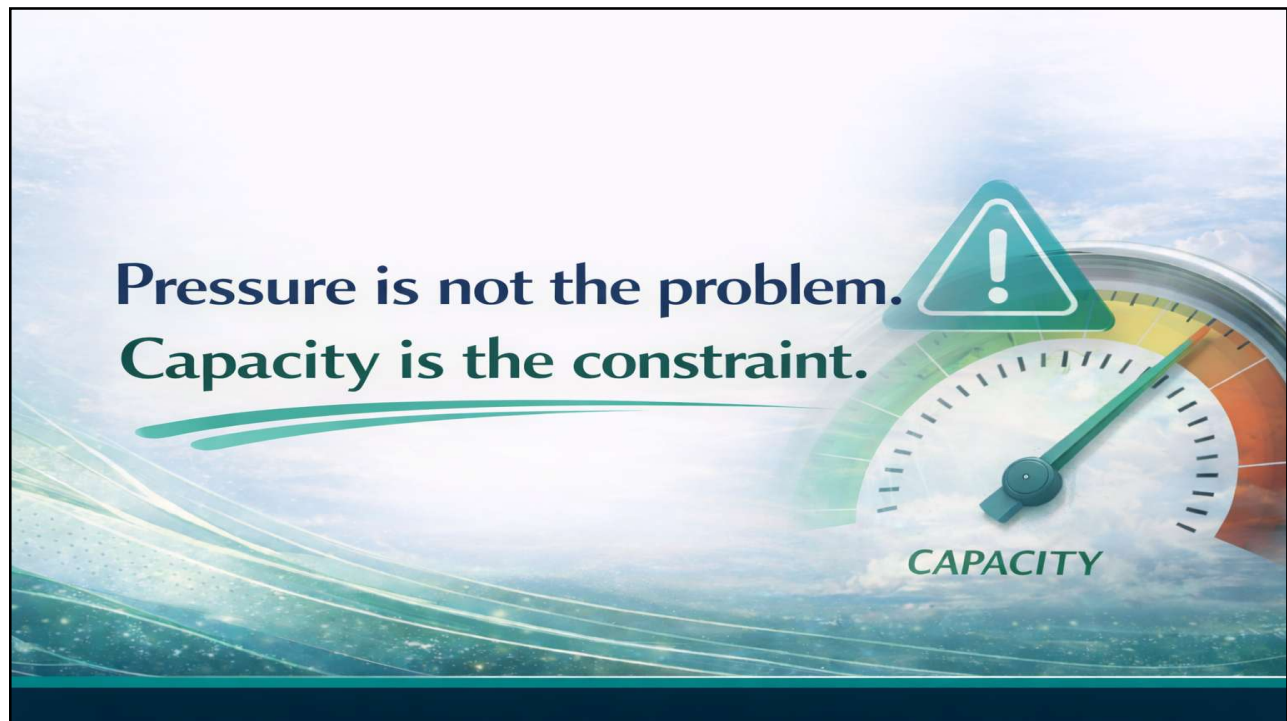
4

## Group Chat



What have you found is the biggest driver to improve engagement in your organization?

5



6

# Activity: The Priority Auction



- 1. Staffing Capacity
- 2. Budget Sustainability
- 3. Infrastructure Renewal and Maintenance
- 4. Council Relationships
- 5. Employee Wellness and Burnout Prevention
- 6. Strategic Growth and Community Investment

7

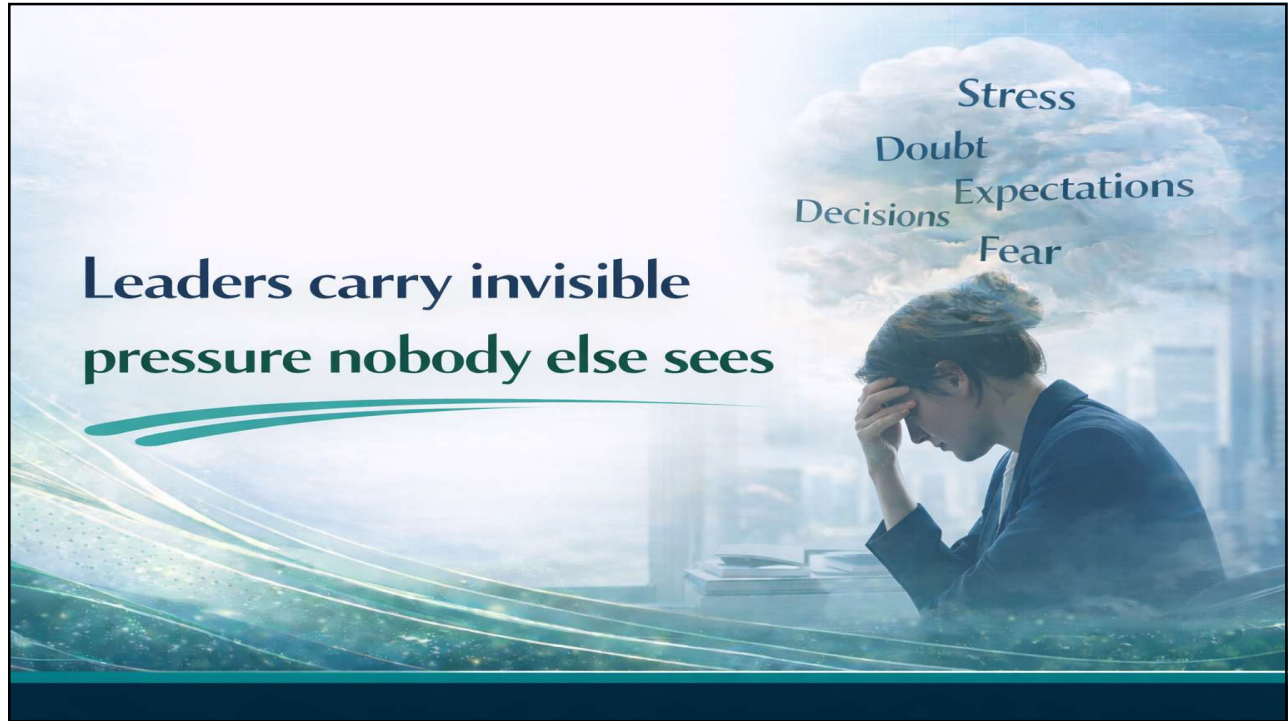
The Priority Auction - Select up to 3 priorities

0 0 0 0 0 0

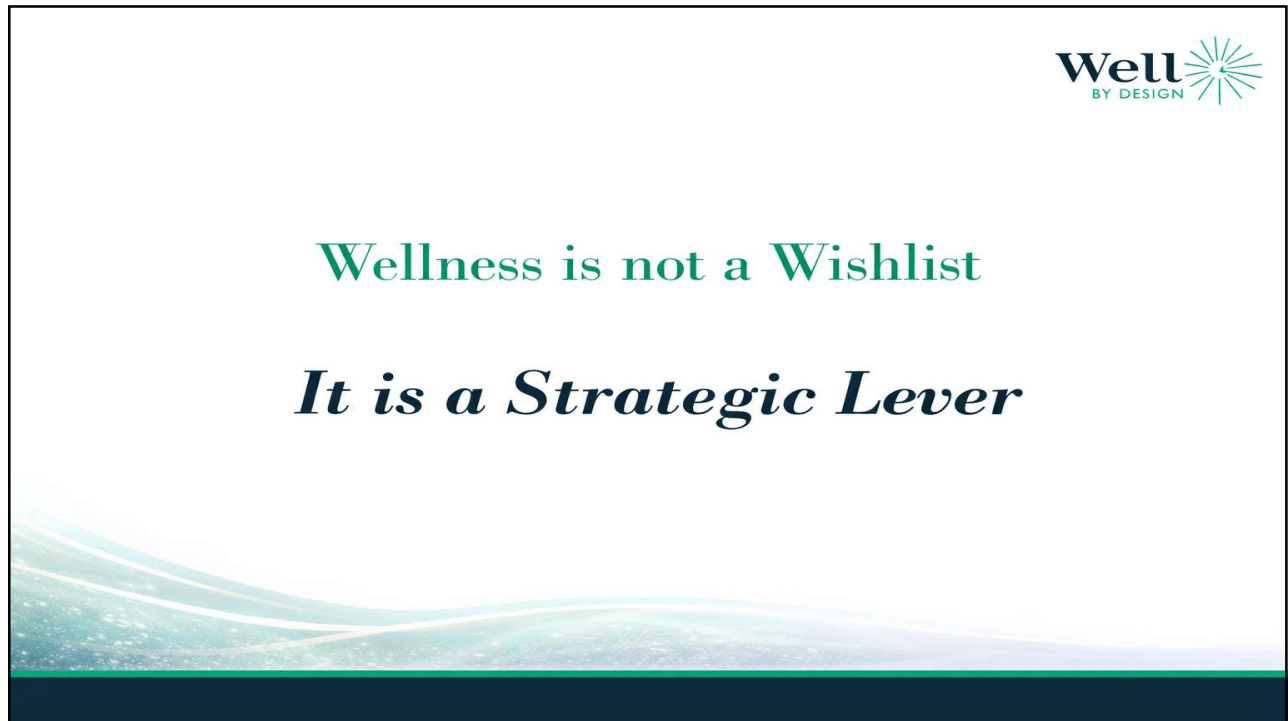
Staffing Capacity Budget Sustainability Infrastructure Renewal and Maintenance Council Relationships Employee Wellness and Burnout Prevention Strategic Growth and Community Investment

0 of 1 responded

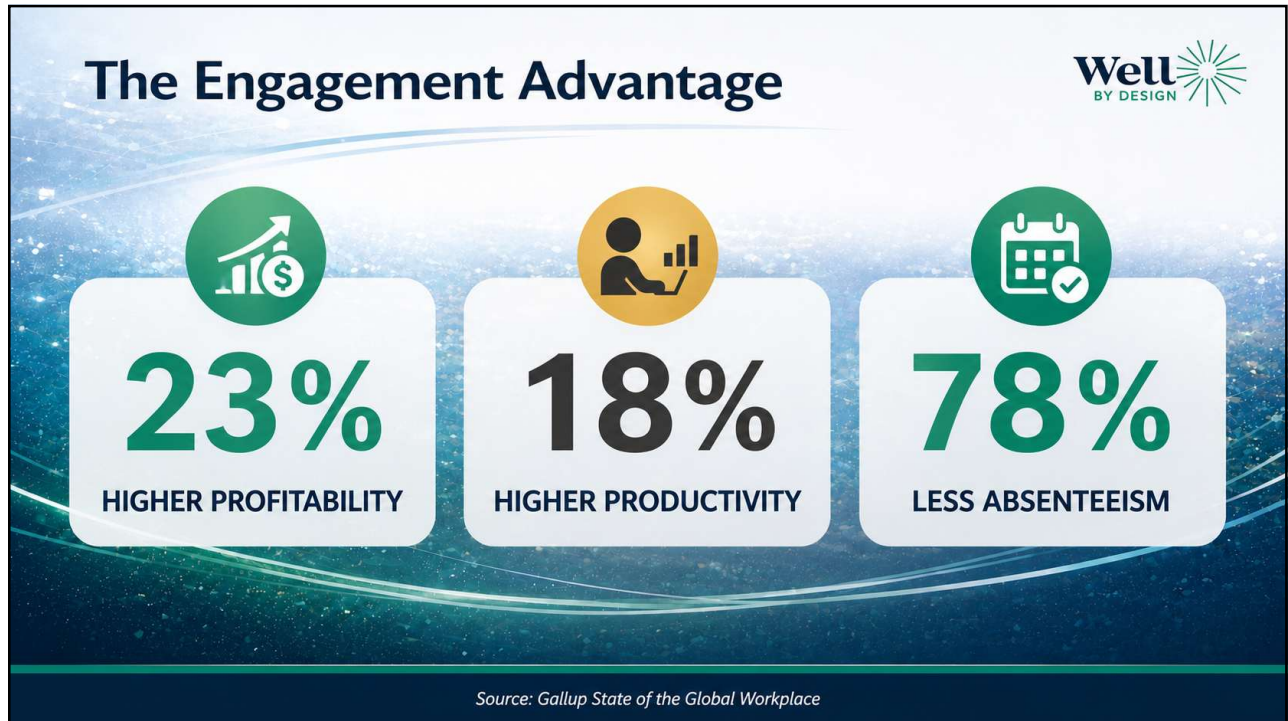
8



9



10



11



12

**500,000 workers  
in Canada miss  
work each week  
due to mental  
health issues**



13

**According to Benefits Canada,  
35% of the workforce are  
currently experiencing  
burnout.**

**78% of workers say they have  
been burnt out at some point  
in their careers.**



14



## How to recognize the signs of burnout in yourself and your colleagues



15





**High performers  
do not burn out  
visibly.  
They burn out  
efficiently.**





16

## THE 12 STAGES OF BURNOUT

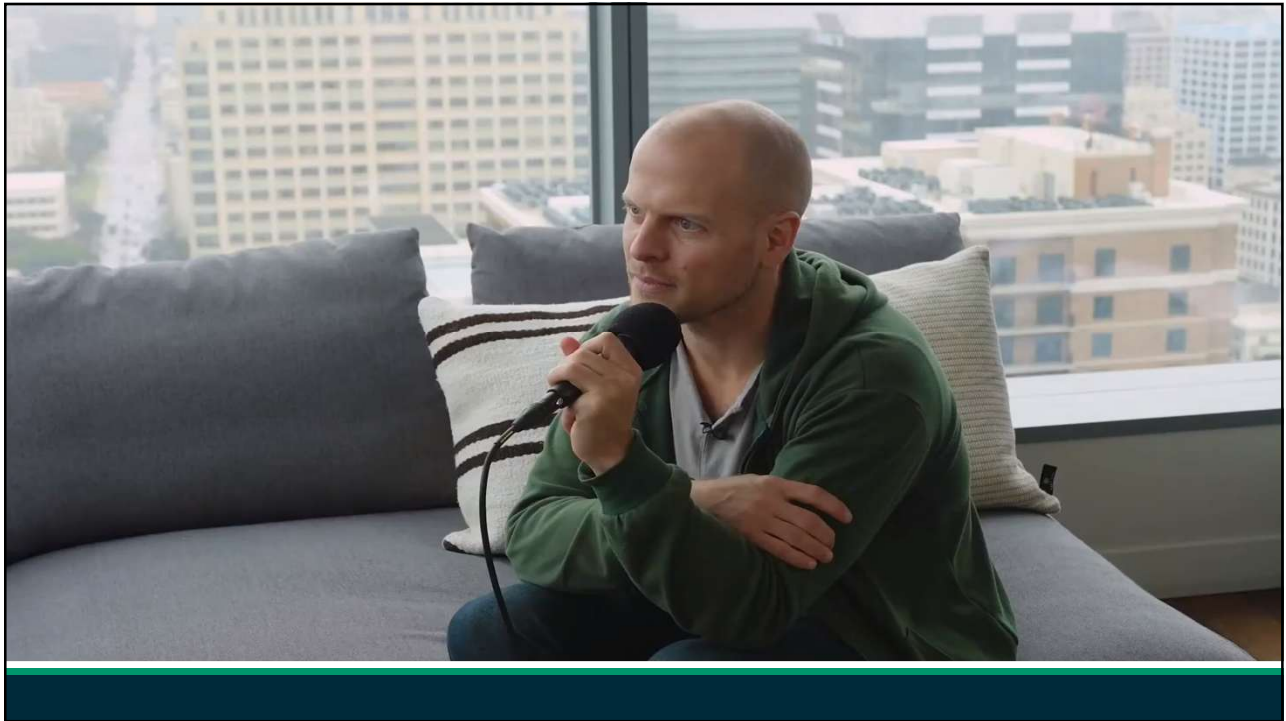


 <b>Stage 1</b> You feel there is a strong need to prove yourself	 <b>Stage 2</b> You keep working harder and harder to achieve this	 <b>Stage 3</b> You begin to neglect your own needs more	 <b>Stage 4</b> You are conflicted and blame others or the situation
 <b>Stage 5</b> You change your values to focus on work more	 <b>Stage 6</b> You deny the problems that arise due to work stress	 <b>Stage 7</b> You withdraw from social life and your family as well	 <b>Stage 8</b> Your behavior changes which upset your loved ones
 <b>Stage 9</b> Depersonalization happens, you do not feel like yourself	 <b>Stage 10</b> You feel empty and numb, substance abuse can occur	 <b>Stage 11</b> You feel depressed, lost and completely exhausted	 <b>Stage 12</b> You mentally and physically collapse, full burnout

17

 <b>Stage 5</b> You change your values to focus on work more	 <b>Stage 6</b> You deny the problems that arise due to work stress	 <b>Stage 7</b> You withdraw from social life and your family as well	 <b>Stage 8</b> Your behavior changes which upset your loved ones
---	--	---	--

18



19



Credit: Jodie Jackson

20



# We are Designed For Rest

21

## The Value of Rest

**“ Rest is not earned.  
You do not need to deserve it.  
It is inherently yours.**

**53%** of people do not schedule rest because of guilt, difficulty disconnecting, and overcommitment

**43%** of Canadian workers experience ongoing fatigue

22



Fatigued workers are **30% less productive** than those who are not

23

### Connecting Wellness to Safety



**90%**  
of safety incidents  
are preventable



**60-80%**  
of workplace accidents  
are attributed to  
stress-related issues



**Over 58%**  
report feeling stressed  
daily and 35% of the  
workforce is burned out

24

# How to hack your happy hormones



## DOPAMINE

### The Reward Chemical

- Eating Food
- Achieving a Goal
- Complete a Task
- Self-Care Activities

## OXYTOCIN

### The Love Hormone

- Socialising
- Physical Touch
- Petting Animals
- Helping Others

## ENDORPHINS

### The Painkiller

- Exercising
- Listen to Music
- Watch a Movie
- Laughter



## SEROTONIN

### The Mood Stabilizers

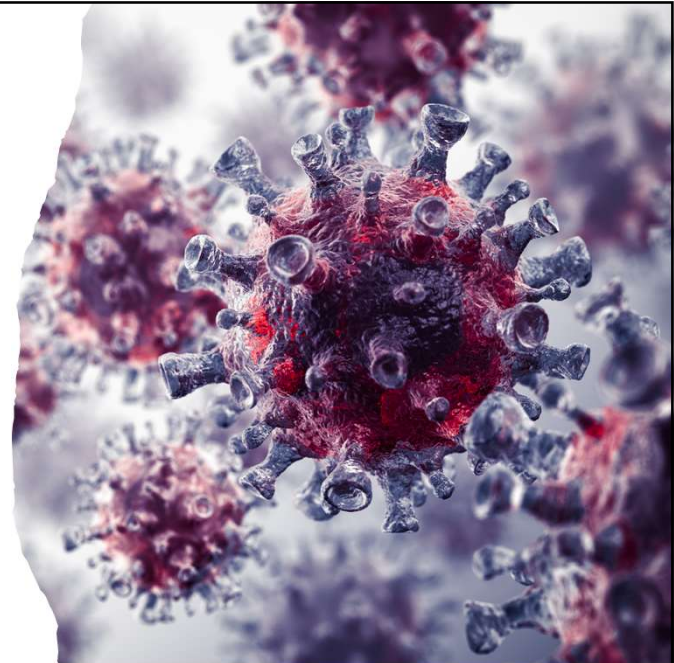
- Sun Exposure
- Be with Nature
- Mindfulness
- Meditation

25

# Cortisol

## The Stress Villain

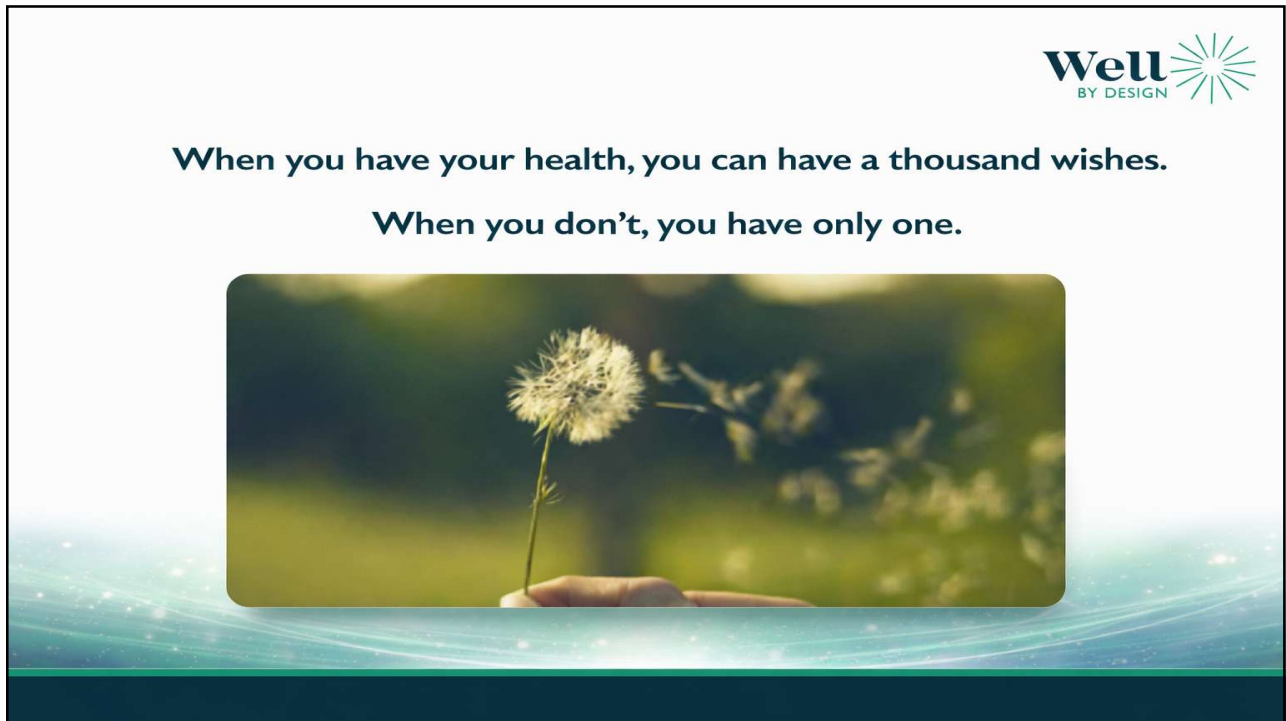
- **High levels of cortisol can throw off the entire neurotransmitter balance, leading to mood swings and anxiety**
- **In short bursts, it helps you meet the demands of challenging situations.**



26



27



28



**Nobody thinks it will happen to them – Until it does**



29



**Work-life balance doesn't exist**



30



# Reality of work life balance



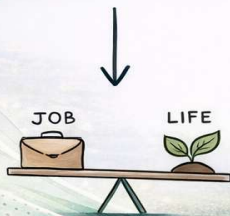
What we imagine

31

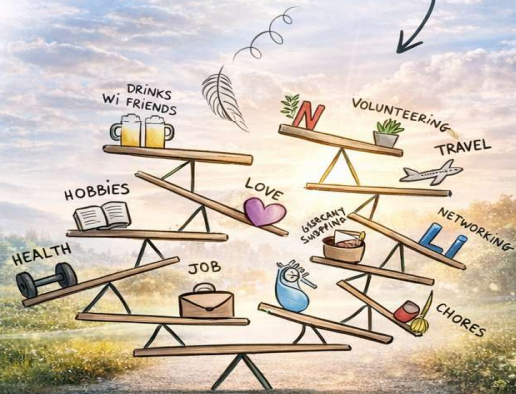
# Reality of Work-Life Balance



What we imagine  
when we say  
**WORK-LIFE BALANCE**



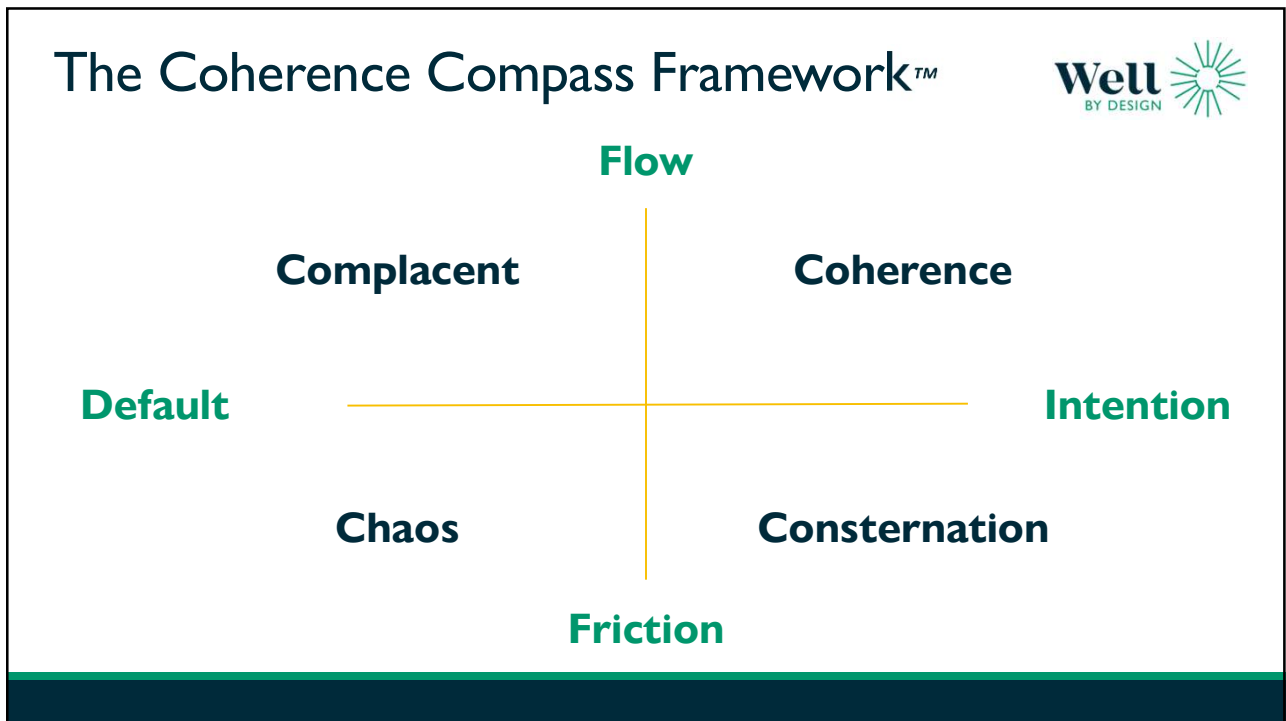
REALITY



32



33



34



35



36

# Foundations of Wellness

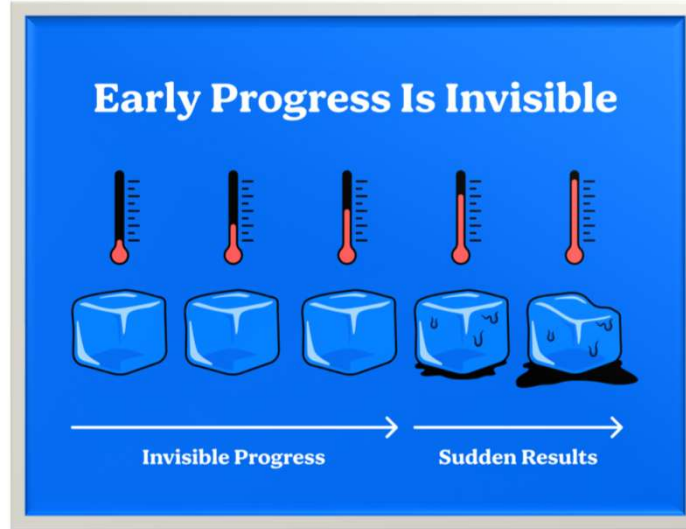


37

A graphic celebrating a player signing. At the top, the word 'SIGNED' is written in large, bold, white letters on a dark blue background. Below it, '2-YEAR DEAL' is written in smaller white letters. The central image shows Connor McDavid in his Edmonton Oilers uniform, wearing a blue helmet and a blue and orange jersey with the number 97 and a captain's 'C' patch. He is in a dynamic, forward-leaning pose on an ice rink. The background is a dark, starry space with glowing orange and blue streaks. At the bottom, the Oilers logo is on the left, and the text 'CONNOR McDAVID' is in large white letters, with 'EDMONTON OILERS | #97' in smaller white letters below it.

38

# Plateau of Latent Potential



39

# When Work Is Designed On Purpose



- 1.  **Turnover drops** → Teams with strong wellness programming see a **40% reduction** in turnover.
- 2.  **Productivity increases** → Highly engaged teams are **18% more productive**.
- 3.  **Engagement rises** → Employee engagement increases by **23%**.
- 4.  **Systems align** → Increases organizational capacity by **up to 25%**.

40

## NFSA Framework



1. **Name it**
2. **Find it**
3. **Shift it**
4. **Align it**

41

## *Pride in Sustainable Wellness*



1. **Protect your energy**
2. **Reduce cognitive load**
3. **Invest in the learning moment**
4. **Design for deep work**
5. **Expect complexity**

42

## Group Discussion



Which of the **PRIDE** tactics would make the most significant positive impact for you?

43

**Well** BY DESIGN

**BUSINESS GOALS**

- ✓ Growth
- ✓ Efficiency
- ✓ Shareholder Value

**PEOPLE COMMITMENT**

- Well-being
- Development
- Culture
- Belonging


**The Human Element of Leadership**


Well


PEOPLE PERFORMANCE PURPOSE

44

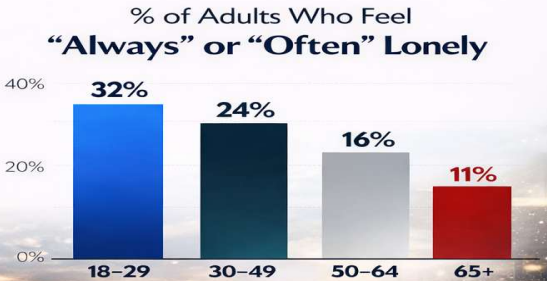
# Loneliness

 **1 in 3** people feel lonely

 Chronic loneliness increases risk of **↑ 26%** mortality

 Impacts workplace:  
✔ ↓ Motivation & Productivity  
✔ ↑ Turnover


**% of Adults Who Feel "Always" or "Often" Lonely**




Age Group	Percentage
18-29	32%
30-49	24%
50-64	16%
65+	11%

45


## Take the Time to Notice





46

# Poll



Think about a time when someone was fully present with you.

What is one word to describe that experience


47

Join by Web [PollEv.com/slanger543](https://PollEv.com/slanger543)

Think about a time when someone was fully present with you. What is one word to describe that experience 0

Join by Web  
[PollEv.com/slanger543](https://PollEv.com/slanger543)

Join by QR code  
Scan with your camera app



48

Activities Visual settings Edit

Join by Web [PollEv.com/slanger543](https://PollEv.com/slanger543)

Think about a time when someone was fully present with you. What is one word to describe that experience

The word cloud contains the following words: witnessed, uplifted, smart, hreat, value, great, Loading, irreplaceable, phenomenal, joyous, peace, relieved, yeast, meaning, freeing, caring, important, support, good, heartfelt, normal, weird, authenticity, validated, beautiful, acknowledged, calm, compassion, itchy, pooped, respect, energizing, respected, human, valued, safe, warm, secure, disregarded, grateful, understood, hot, sexy, loved, heard, joy, cared, awkward, full, respectful, genuine, always, mom, content, trust, special, connected, love, included, blessed, intention, validate, joyful, encourage, bliss, appreciated, accepted, nice, awesome, humbled, serendipity, validating, grateful, connection, queef, fulfilled, cool, appreciation, beaming, blissful, loving, supported, welcomed, welcome, thoughtful, home, comforting, kindness, sexyyyy.

49

# Wellness is Unique to Each Organization

50



## Give feedback to Steven

Scan this QR code



[steven@wellbydesign.ca](mailto:steven@wellbydesign.ca)