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Create a culture of prevention in your workplace

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Burnout and disengagement are killing company cultures.

The numbers speak for themselves: mental health issues cost the global economy an estimated **\$1 trillion** per year, while **12 billion** workdays are lost each year due to depression and anxiety.

These aren't just abstract statistics. They translate to real-world problems like missed deadlines, decreased creativity, and, ultimately, a decline in your company's performance.

But what if we told you there's a better way?

A way to **prevent** these issues before they snowball, fostering a **culture of wellbeing** that benefits both your employees and your bottom line?

We've outlined the biggest people challenges businesses are facing right now - and how you can tackle them with a preventative strategy rather than a reactive strategy.

Employee burnout: are you putting out the fires or starting them?

Employee burnout is a growing epidemic, costing businesses billions in lost productivity and talent. The pressure to meet deadlines, manage heavy workloads, and stay "always on" pushes employees to their breaking points.

- **Free pizza:** Sure, pizza is always received well. But if your employees put in extra shifts and overtime, a few slices of pizza might be more of an insult than a compliment.
- **Stress management workshops (after a wave of resignations):** Reactive measures often come too late. By the time burnout is evident, employees might be disengaged and looking for new opportunities.

The problem is that reactivity doesn't address the root cause of employee burnout.

Focus on preventative strategies instead, like:

- **Identify triggers:** Unrealistic workloads, communication breakdowns, and lack of recognition are major contributors to burnout. Proactive measures involve identifying these triggers within your company and addressing them head-on.
- **Offer real support:** Help your employees build resilience by offering stress management training, fostering healthy work-life balance, and encouraging open communication with managers.
- **Supportive culture:** Prioritise employee wellbeing by creating a culture of support, recognition, and [psychological safety](#).

Beat burnout with Personify Health

Members of [Personify Health](#) get 24/7 access to stress management techniques, healthy work habits, and mindfulness practices. A well-equipped workforce is a resilient workforce.

Out sick or out of sorts?

Unexpected absences can have a huge impact on workflows. Those who are sick are taking time out of work, and those at work have to pick up more to compensate. It's often difficult to get the balance right.

The pressure often leads to a reactive approach – a constant scramble to put out fires.

Here's the typical reactive playbook:

- **Sick leave policies:** These are essential, but they're like a "stick a plaster on it" solution. They deal with the immediate absence, not the underlying reason why employees are getting sick in the first place.
- **Late illness consultations:** This reactive approach scrambles to get sick employees back to work quickly, potentially neglecting the root cause of their illness. This can lead to a vicious cycle of illness and recovery, impacting both the employee and the business.

The problem with reactive strategies? They're like playing whack-a-mole. You address one issue, but another pops up. Plus, they do little to address the bigger picture: **employee wellbeing.**

Now imagine a proactive approach - an approach that many Personify Health clients take.

A proactive approach that focuses on preventing illness and presenteeism altogether. Employees who prioritise healthy habits, manage stress effectively, and get quality sleep are less likely to call in sick or struggle with presenteeism.

Personify Health can help you shift from reactive firefighting to proactive prevention.

Our solutions include resources on healthy eating, good sleep, the fundamental building blocks of a healthy life, and early detection of health concerns, plus so much more. It's never been easier to help your employees get – and stay – healthy and productive!



"It's just incredible how such a small device can impact a company – we can feel it in the everyday life; we can see how people are energized! This contributes to our success."

– Sulzer

Missing the mark with employee engagement?

Many companies try to boost engagement with reactive perks and rewards – free lunches, ping-pong tables, or on-site gyms. While these can be positive additions, they often miss the mark on building intrinsic purpose.

Here's why reactive strategies fall short:

- **Superficial fixes:** These perks don't address the root causes of disengagement, like unclear expectations or a lack of growth opportunities.
- **Short-term gains, long-term strain:** Employees might get a temporary boost, but without a deeper sense of purpose, burnout becomes a real risk.

Focus on prevention to build lasting purpose

Investing in a **proactive wellbeing culture** goes beyond the ping-pong table. It fosters a sense of purpose by:

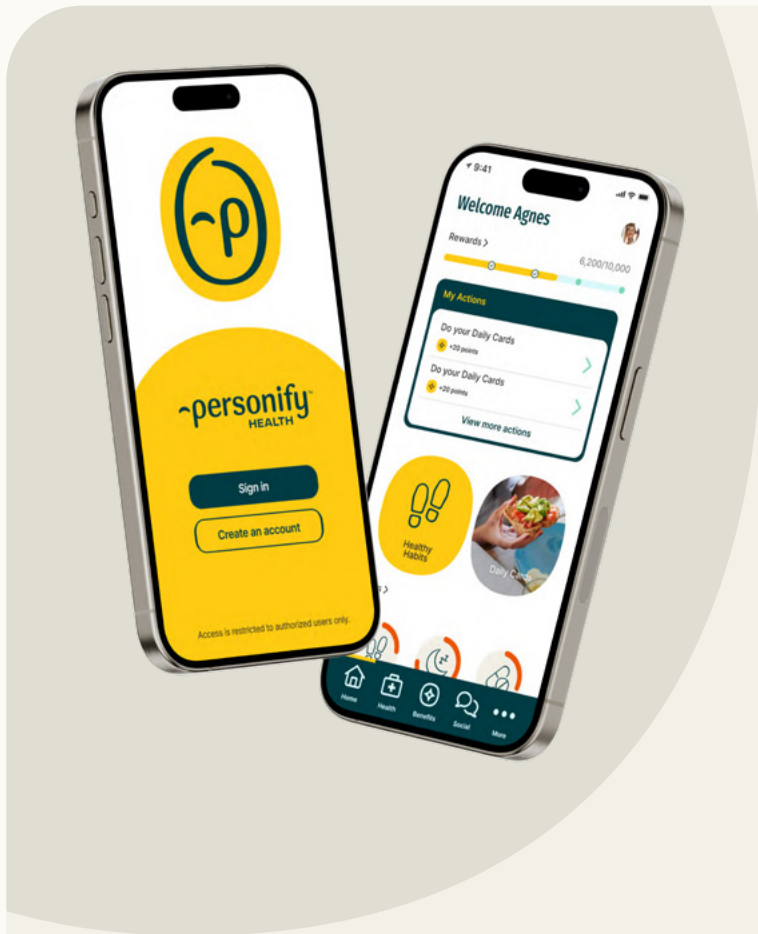
- **Connecting work to values:** Helping employees see how their work aligns with the company's mission and their own personal values.
- **Empowering growth:** Providing opportunities for learning, development, and taking ownership of projects creates a sense of accomplishment and purpose.

Never underestimate the power of a professional development meeting. Your employees want to feel like they're more than just a number. They want to know you value their careers.

Engage your employees with Personify Health

Our solutions are built to [engage your employees](#). Our powerful platform personalises every corner of your people's wellbeing journey. From daily nudges to suggested Journeys, your employees can overcome their individual battles and create healthy habits.





Personify Health: Your partner in *crime prevention*

At Personify Health, we know a one-size-fits-all approach doesn't work. That's why we work closely with you to develop a customised preventative wellbeing strategy that perfectly aligns with your company culture and employee needs.

We provide the tools, resources, and ongoing support you need to create a truly preventative and sustainable approach to employee wellbeing.

Imagine a workplace where your employees are thriving, not just surviving.

Reduced absenteeism, increased engagement, and a more productive workforce – these are just some of the benefits you can reap from a culture of prevention.

Let us create the right solution for you

Wherever you are on your employee wellbeing journey, our solutions can help you take it one step further. Our packages are flexible and we'll happily customise the right solution for your needs. Speak to an expert today for a personalised plan that's right for your business, and your people.



We're Personify Health.

The first personalised health & wellbeing platform company to bring health, wellbeing, and navigation solutions together.

Personify Health helps employees like yours make lasting changes in their health and wellbeing. No organisation is too big or small. Whether you have a team of 5 or 50,000 – Personify Health will deliver engaging and personalised support for your employees' wellbeing.

Because health is personal™

Find out how Personify Health can support mental health in your workforce.

Speak to a wellbeing expert

Learn more at personifyhealth.com/global/en

Find us on [facebook](#) | [twitter](#) | [linkedin](#)

Personify Health members are:

36%

more likely to stay at their job than non-members

49%

more productive

46%

more engaged at work

~personify™
HEALTH