

A Mindful Way Out: Tackling the Stressed-out Workplace

The future of work is mental health. Here's what business executives say about workplace stress and how to solve it, according to a new Harvard Business Review Analytic Services Survey Report.



stress is a problem at their organization¹

82% of business executives say workplace



of executives

agree stress can lead to more serious conditions like depression & anxiety1



of executives agree stress can lead employees to

look for a new job1



of executives say stress is negatively impacting employee

burnout at their organization 1

27%



of executives say stress is negatively

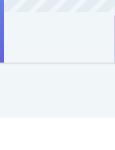
impacting employee engagement at their organization1

The mental health priority gap

agree it's very important for organizations to make workforce mental health a priority¹

Business executives





The resources employers currently offer to reduce workplace stress are starting to make an impact

wellness of their workforce1

organization highly

prioritizes mental

Say their

39% 38%



Benefits realized from stress reduction programs

say their organization offers tools/apps to reduce stress/anxiousness (e.g., for mindfulness, stress management)¹

say their organization offers onsite facilities, reimbursement for wellness activities¹

say their say their organization has organization realized reduced has realized

improved engagement1

36% ~

say their

organization

has realized

increased

work quality1

25% ~

burnout1

employee

33% 🛰

employee turnover1

28% 🛰

say their

organization has

realized reduced

Team behavior

But employers still need to get

to the root of the problem

Top sources of workplace stress



Recognizing hard work and

Being overworked



Smart organizations take a 3-pronged approach to mental health

A proactive and preventive approach to mental health Ogilvy and Zendesk offer Calm Business to address workforce stress, anxiety, and sleep issues before they become more serious conditions. Offer employees easy-to-access digital mental health preventive tools that address stress and burnout before they become acute or a crisis.

Communication skills/styles ¹

Mindful manager training

60% of Ogilvy managers reduced stress by teaching managers to become more self-aware, regulate emotions, and create a less stressful environment.²

Make the well-being of teams a top priority by training managers to choose how they respond in complex situations rather than acting out of habit.

Workday mental health breaks

Just 10 minutes a day of mindfulness can reduce stress, build resilience, and improve productivity.

Schedule 10- or 15-minute blocks of time on employee calendars to dedicate to their mental health, giving them permission in their

workday to care for themselves.

For more insights, download the

Workplace Stress: How Smart Organizations Are Creating Healthier Environments." Get the Full Report To learn more, visit business.calm.com

full report, "The Battle Against

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