Work/Life Balance: Have It All With Mindfulness

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POLL
How would describe your current work/life balance?

1. Excellent. I’m chillin’ right now.
2. I have balance most of the time.
4. Having trouble keeping it together.
5. Poor. Are you frickin’ kidding me?
Stress: the growing elephant in the room

The annual cost of stress in the U.S.

$200 BILLION

Source: Harris Interactive Work Stress Survey (2013)

You’re not alone
Your stressed-out modern life

Top 5 hurdles in trying to find work/life balance:

1. Getting enough sleep
2. Handling more responsibility
3. "Finding time for me"
4. "Finding time for family and friends"
5. Additional hours worked

1. Ernest & Young, 2015, 2. Willis Tower Watson, 2016

Stress is the #1 concern for 75% of businesses
Stress and work/life balance, meet crisis point

83% Report work as their primary source of stress¹

50% Increase in cases of anxiety, depression and stress²

33% Suffer from insomnia with significant impacts on health and performance³

83% Of 2014 health cases were due to employee depression, stress and anxiety (up from 55% in 2012)⁴

3X Higher cost for workers who report high levels of stress⁵

91% Of workplace injuries are due to human error⁶ (avg. cost of $38k each)

¹ Work Stress Survey, 2013; ² Workplace Options EAP survey, 2015; ³ Institute of Medicine (US) Committee on Sleep Medicine and Research, 2006; ⁴ APA Excellence Work & Wellbeing Survey, 2015; ⁵ Gallup, 2012; ⁶ Bleetman et al., 2011
The lack of balance is catching up to business

46% Average turnover rate in the U.S.\(^1\)

42% Leave their job due to stress\(^2\)

70% Of employees are not engaged at work\(^3\)

56% Feel their employer doesn’t provide adequate resources for mental health needs\(^4\)

64% Feel their employer doesn’t provide sufficient resources to help manage stress\(^4\)

35% Higher chance of turnover for those who aren’t “thriving”\(^5\)

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\(^1\) Equifax Workforce Solutions; \(^2\) Forbes, 2014; \(^3\) Gallup, 2012; \(^4\) APA Excellence Work & Wellbeing Survey, 2015; \(^5\) Gallup, 2012
Parenting in the U.S.

- The toughest place to be a working parent on earth,
  - One of the few developed countries that doesn't require paid parental leave for workers,
  - Finland vs the U.S.:
    - U.S: Family Medical Leave Act of 1993 (FMLA) guarantees 3 months of unpaid family leave to workers of certain private-sector employers
    - Finland: 9 months of paid maternity leave at about 70% of salary
- It costs $245,340 to raise one child
- 40% of American moms are their families’ primary breadwinners

Stress is getting worse for every generation
3 of 4 generations are in the danger zone

- Stressors are universal
- 4 generation friction
- Pace of technology is making it worse

What’s stressing people out?

### Mental/Emotional Wellness
- 68% - Managing my stress
- 65% - Taking time off/relaxing

### Financial Wellness
- 70% - Living within my means
- 67% - Regularly saving money
- 65% - Paying down credit cards

### Physical Wellness
- 70% - Getting enough sleep
- 65% - Eating healthy
- 64% - Following medical advice

### Social Wellness
- 70% - Spending enough time with family/friends
- 63% - Balancing personal and work commitments

APA Excellence Work & Wellbeing Survey, 2015

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On a scale of 1-10, what’s your organization’s level of stress?

1 = No stress 10 = We can’t even deal.
Think it’s bad now?

Imagine stress levels in 15 years...
“Extreme” stress is up and getting worse

- 2014: 18%
- 2016: 24%
- 2031: 49%

Mental health symptoms of stress are growing fast

<table>
<thead>
<tr>
<th>Symptom</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Feeling nervous or anxious</td>
<td>35%</td>
<td>42%</td>
</tr>
<tr>
<td>Feeling depressed or sad</td>
<td>32%</td>
<td>37%</td>
</tr>
<tr>
<td>Constant worrying</td>
<td>28%</td>
<td>33%</td>
</tr>
<tr>
<td>Irritability or anger</td>
<td>37%</td>
<td>37%</td>
</tr>
</tbody>
</table>

Holmes and Rahe Stress Scale

1. Death of a spouse
2. Divorce
5. Death of a relative
6. Injury or illness
7. Marriage*
10. Retirement*
12. Pregnancy*
16. Change in finances
20. Large mortgage*
22. Promotion*
23. Child leaving home*
30. Trouble with boss

http://www.stress.org/holmes-rahe-stress-inventory/
The pace of life is speeding up
You’re not just imagining it.

- Technology is even speeding up our perception of time.
- People are even walking faster - literally.

And that’s making us miss what’s important

- Missing important moments
  - Phones at dinner table/kids plays
  - 38% of peeps miss life events because of bad work/life balance\(^1\)
  - 57% of people think technology has killed the dinner table\(^1\)

- Making lots of mistakes
  - 91% of all mistakes/accidents are caused by human error\(^2\)

- The pace of life is changing our brains
  - We care more for byte sized information vs. delving deep - superficial learning\(^3\)
  - Avg. human attention span has dropped from 12 seconds to 8 - shorter than a goldfish\(^4\)

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POLL
How many of you have “lost it” in the past month?

1. Not even once.
2. Guilty. But just once.
3. More than once. I’m yelling at someone right now.
You’re not alone; stress shows up elsewhere

<table>
<thead>
<tr>
<th>Issue</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lost patience or yelled at my spouse</td>
<td>41%</td>
<td>47%</td>
</tr>
<tr>
<td>Lost patience or yelled at my children</td>
<td>46%</td>
<td>49%</td>
</tr>
<tr>
<td>Snapped or was short with a coworker</td>
<td>18%</td>
<td>25%</td>
</tr>
<tr>
<td>Didn’t take care of responsibilities at home</td>
<td>15%</td>
<td>24%</td>
</tr>
<tr>
<td>Didn’t take care of responsibilities at work</td>
<td>18%</td>
<td>29%</td>
</tr>
<tr>
<td>Skipped exercising or physical activity</td>
<td>26%</td>
<td>29%</td>
</tr>
<tr>
<td>Cancelled social plans</td>
<td>18%</td>
<td>23%</td>
</tr>
</tbody>
</table>
Traditional wellness programs aren’t covering stress, resiliency and work/life balance

- Passive solutions based on earning points
- Focus on physical wellness
- Not embedded in a company’s culture
- Don’t prescribe well-being solutions based on the individual employee’s needs
The separation of work and life is blurry

Increasing competition and globalization means more is expected for less

- 24% of U.S. employees said their work/life balance is getting tougher to manage
- The 40 hour work week is dead
  - Almost 60% of U.S. managers work over 40 hours a week
  - And if you have kids, you get penalized
    - 37% of childless employees & 41% with kids “asked to work longer hours” in the past 5 years

Ernst & Young, 2015
POLL
How effective are you at multitasking?

2. Ok. Could be better.
3. The worst. I can’t multitask. It hurts my brain.
“Multitasking” is a myth

● Managing 2 mental tasks at once reduces the brainpower available for either:
  ○ The resources available for processing visual input dropped 29% if the subject was trying to listen at the same time.\(^i\)
  ■ Brain activation for listening dropped 53% when trying to process visual input simultaneously
  ○ Multitasking actually slows your cognitive processes 2x as much as smoking marijuana.\(^i\)

1. WSJ, 2003; 2. Forbes, 2014
Mindfulness training can help. But what is it?
Mindfulness training helps employees and business

Mindfulness and emotional intelligence training help employees reduce stress, increase resiliency and improve their focus and performance.

Employees create daily habits to be calm, focused and connected. This enables better relationships and greater career success.
Scientific research publications on the health and performance benefits of mindfulness
The benefits of neuroscience-based mindfulness training

**IMPROVE**
- Performance
- Productivity
- Focus
- Memory
- Relationships
- Cardiovascular Health
- Immune System
- Healing Time
- Self-control
- Creativity

**REDUCE**
- Absenteeism
- Healthcare Costs
- Stress
- Anxiety
- Depression
- Blood Pressure
- Addiction
- Insomnia
- PTSD
- Pain

Employees benefit immediately, with the best results in as little as eight weeks

*University of California, 2013*
How Does It Work?
The brain cycles through states of awareness, with 47% spent “wandering”
Mindfulness training mimics these cycles to increase neural pathways and the ability to sustain attention.
How Mindfulness Helps Balance

More sleep, better balance and fewer freakouts
Impact of mindfulness on your employees

- **94%** Said mindfulness improved their overall well-being

- **52 minutes** More sleep for insomniacs practicing mindfulness

- **83%** Improved their cardiovascular health

- **30%** Reduction of aging at the cellular level

- **50%** Decrease in cold and flu symptoms

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The all natural performance enhancer

Employees trained in mindfulness:

- Concentrated better
- Stayed on task longer
- Multitasked more effectively
- Retained more information

Levy et al., 2012
Impact of mindfulness on your company

- **76%** Decrease in absenteeism¹
- **46%** Reduction in cost due to employee turnover²
- **$2k** Annual decrease in healthcare costs per person⁴
- **$3k** Annual increase in productivity per person⁴
- **12%** Increase in productivity and performance²

¹ Barrett et al., 2012
² iOpener Institute, 2014
³ Institute for Mindful Leadership, 2011
⁴ The Atlantic, 2015
High-performing cultures are embracing mindfulness

- Trained 5,000+ employees on emotional intelligence and mindful leadership
- Situational Awareness training
- "Mindful Zones" in their new $1.1bn towerz
- Comprehensive mind/body wellness program saves them $25m/year since 2000
- Google: “Search Inside Yourself” is their most popular training course

The Atlantic, 2015

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Mindfulness provides a bridge to balance

<table>
<thead>
<tr>
<th>Moving from</th>
<th>To</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stressed, anxious and angry</td>
<td>Calm, focused and kind</td>
</tr>
<tr>
<td>Disconnected</td>
<td>Collaborative and creative</td>
</tr>
<tr>
<td>Overwhelmed</td>
<td>Empowered</td>
</tr>
<tr>
<td>Reactive (EAPs)</td>
<td>Proactive</td>
</tr>
<tr>
<td>Sleepless and tired</td>
<td>Rested and energized</td>
</tr>
<tr>
<td>Distracted and injured</td>
<td>Situationally aware and safe</td>
</tr>
</tbody>
</table>
Guided mindfulness training for the mobile workforce

Employees enjoy personalized programs from world-class trainers.
Early access to Whil’s digital training
30+ training goals supported by 200+ programs and 1,250+ sessions

Simply go to URL: https://connect.whil.com/sponsor/shortgiftall

Grow
Resiliency, focus and sleep training for teens
54 Programs
(500+ Sessions)

Thrive
Resiliency, focus and sleep training for adults
82 Programs
(800+ Sessions)

Lead
Search Inside Yourself™ emotional intelligence, teamwork & leadership skills
20 Programs
(200+ Sessions)

Move
Yoga to exercise the body and mind
29 Programs
(120+ Sessions)
Code for today’s C.E. credit

SHRM Code: 17-64AY4

This program is valid for 1 P.D.C. for the SHRM-CPSM or SHRM-SCPSM.
POLL

How much did you enjoy this webcast?

1. Great - Loved it!
2. Good.
3. Meh, just okay.
4. Not my thing. I’m sleeping right now.
NEVER HALF-ASS TWO THINGS

WHOLE-ASS ONE THING.