

How to address employee burnout

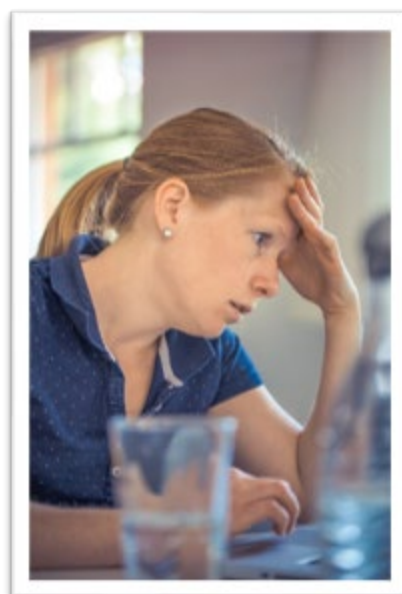
We need to help people grow across the spectrum, not just cure ill-being. So an important thing is shifting away from the response and cure toward prevention for your entire workforce.

Take a preventative and more holistic approach

Prevention is highly lower cost than crisis management — it creates higher performing employees, leads to less turnover and more engaged employees — the benefits compound. For example, IBM saw 10% fewer hospitalisations and ER visits for mental health with preventative tools like coaching and telemedicine.

Use surveys to spot languishing warning signs

Surveys are a great way to track employee engagement, but the mistake organisations make with them is not acting on the feedback. For example, if you ask for an employee's opinion and do nothing about it, this can lead to even greater disengagement. On the other hand, if employees are languishing, offering regular check-ins about mental well-being helps your leaders understand macro-level trends across teams, learn where people are struggling, and more effectively pinpoint solutions to help support them.



Build a flourishing workforce

Uses evidence-based assessments to determine where a person is on the well-being spectrum and science-backed approaches to help move them from languishing toward flourishing. Combining the latest in behavioural science, coaching, and leading-edge technology, your organisations will be able to address complex challenges with a personalised, high-touch, and scalable approach.

Use coaching to help employees build key mindsets and behaviours

Coaching can be one of the biggest drivers to help employees learn from their own resilience and practice self-compassion, which is needed to overcome languishing. When employees reflect on their own solutions, they can take more ownership over their feelings and gain insight into change.

Leadership must model behaviours that drive lasting change

Successfully addressing languishing starts with creating space and psychological safety to have companywide conversations around these feelings. When senior leaders and people of influence discuss languishing, it helps normalise feelings for employees, removes the stigma, and makes it easier for others to come forward.

IHRHS can build practical well-being benefits for your employees. For example, we can provide training and managerial coaching. In addition, if you have a wellness policy in place, IHRHS can review the policy to ensure it is up to date and fit for its purpose.



In Eight Dimensions

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About the Author

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Laura is a HR professional with 20 years' experience with Financial Services, the majority of which has been within insurance. In her role with UKGI Group, Laura provides objective support to firms on employment law and HR issues. She uses her interpersonal skills and knowledge to work with firms to help them develop strong and resilient HR strategies and establish healthy organisational cultures. Laura's clients receive personalised support with a real can-do approach.

Laura is an Associate of the Chartered Institute of Personnel and Development (CIPD). She holds a Diploma Professional Development Scheme.

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