



*adesso*

## A business case for wellbeing



A healthy workplace starts with a mutual commitment between employers and employees to invest in each other.

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# Addressing the elephant in the room...



The last 15 years has seen a surge in the recognition of work based health and wellbeing programs, and despite strong evidence that employee mental and physical health has an undoubtable effect on the bottom line, organisations are still failing to incorporate wellbeing into their overarching business strategy<sup>1</sup>.

Here we explore the current research, national and international, into the benefits of implementing a robust wellbeing strategy, and the many variables to consider when it comes to designing workplace wellbeing initiatives.

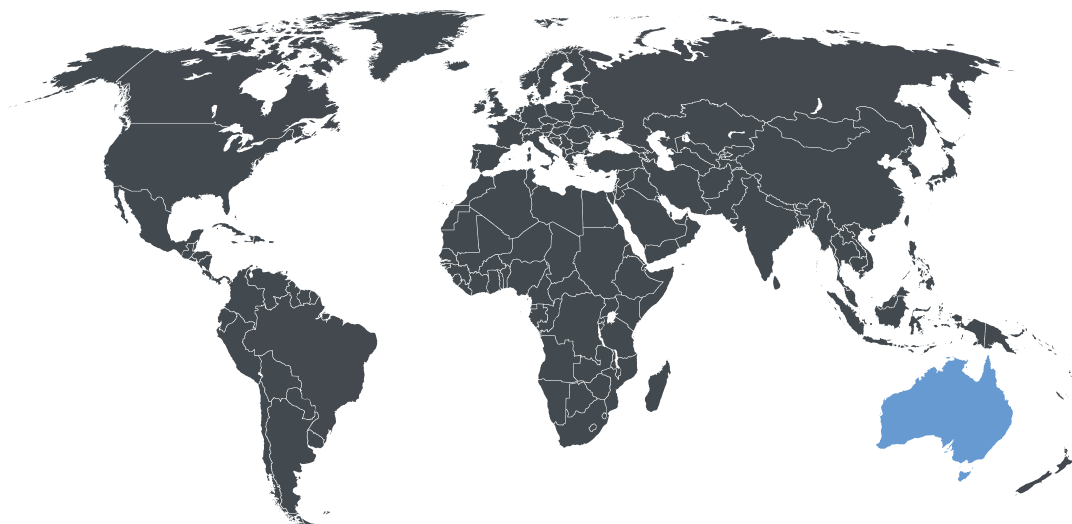
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1. Sentis, 2015.

# What the research says



According to an ABS study<sup>2</sup>, 45% of Australians between the ages of 16-85 will experience a mental health condition in their lifetime. It is estimated that untreated mental health conditions cost Australian workplaces approximately \$10.9 billion per year. This comprises \$4.7 billion in absenteeism, \$6.1 billion in presenteeism and \$146 million in compensation claims<sup>3</sup>. Separate figures from the Centre for Mental Health report<sup>4</sup> found that the cost split was estimated at around 10% due to the cost of replacing staff, 30% cost due to sickness absence, and 60% cost due to reduced productivity at work<sup>5</sup>.



One person in five has experienced a mental health disorder in the last 12 months<sup>3</sup>.



20%

Nearly half the Australian population will experience a mental health disorder at some time in their lives<sup>3</sup>.



45%

2. The Australian Bureau of Statistics, 2007.

3. TNS & Beyond Blue, 2014.

4. The Sainsbury Centre for Mental health 2007.

5. Deloitte, 2017.

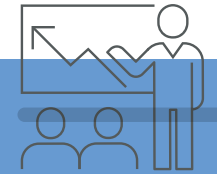
## Mentally unhealthy workplaces impact on employee behaviour

- In the past 12 months one in five Australians (21%) have taken time off work because they felt depressed, stressed, mentally unhealthy or anxious.
- This statistic is more than twice as high (46%) among those who consider their workplace mentally unhealthy.
- Workers who believe their organisation is mentally unhealthy are unlikely to seek assistance from management if they are experiencing a mental health condition. Furthermore they are unlikely to offer support to a colleague with a mental health condition, and this effects the bottom-line drastically<sup>3</sup>.

## Findings from the National Employee Mental Wellbeing Survey<sup>6</sup>



**84% of employees** have experienced physical, psychological, or behavioural symptoms of poor mental health where **work was a contributing factor**.



**76%** of line managers believe employee wellbeing is their responsibility.  
**22%** have received some form of training on mental health at work.  
**49%** would find even basic training in common mental health conditions useful.



**48%** of people with mental health problems said they would not be comfortable talking to their employer and only **55%** of employees believe their manager is concerned about their wellbeing.

**In the case of a staff member with depression:**

**68%** of female managers would feel confident responding to the issue, compared to **58%** of male managers.

6. The Prince's Responsible Business Network, 2016.

# What is the relationship between wellbeing and work?

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How a work environment affects a person's mental wellbeing is a complex question to answer<sup>7</sup>.

Researchers have found that individuals often classify work as providing numerous imperative outcomes including approval within society, a sense of purpose and opportunities for growth and may therefore play a pivotal role in a person's recovery and prevention from mental health difficulties. In addition, findings from several systematic examinations have shown that work can be beneficial for an individual's overall wellbeing, especially if good quality management is present and there are positive workplace conditions<sup>8-10</sup>.

Promoting mental and physical health is not at the expense of the overall workplace<sup>11-12</sup>. A study examining data of over 5000 employees in a customer service organisation, established that work performance (using supervisory performance ratings) were uppermost when workers reported high levels of psychological wellbeing and job satisfaction<sup>13</sup>. Overall, findings from the research literature suggest that developing a mentally and physically healthy workplace is worth pursuing for its multiple benefits to individuals as well as organisations.

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7. UNSW, Black Dog Institute & Australian School of Business, 2014.

8. Fossey and Harvey, 2010.

9. Waddell & Burton, 2006.

10. Barack et al., 2009.

11. Harvey et al., 2011.

12. Wright & Cropanzano, 2000.

13. Wright et al., 2007.

# The good news

According to a study by Comcare, global research has found that when effective employee health and wellbeing programs are implemented the percentage of engaged employees increases from 7% to 55%.

This research also found self-reported creativity and innovation increases from 20% to 72%<sup>14</sup>.

Some more evidence from recent research findings include:

- Organisations with strong organisational health (i.e. investment in quality people management) exhibit better service delivery performance.
- Effective wellbeing programs are associated with stronger financial performance, typically 2.2 times above average.
- Implementing effective early intervention programs results in a five-fold return on investment, due to increased employee productivity<sup>15</sup>.

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14. Comcare, 2011.

15. Comcare, 2014.





# The Adesso Profiling Tool

Adesso® is a profiling tool used to measure and articulate life preferences in individuals, developed on the basis of extensive research and expertise in the fields of neuro-science, learning and development, wellbeing and coaching methodology.

Adesso profiling tool provides a snapshot of where people are NOW across five key drivers: Purpose, Mind, Body, Connection and Financial. This snapshot offers individuals the opportunity to clearly articulate goals and measure, reflect and review personal wellbeing and professional growth.

The Adesso tool can be administered through a Professional lens or a Personal lens. The key distinction between the two options is that the Professional lens measures an individual's perception around how their workplace environment impacts their results, and the Personal lens measures an individual's perception around how the broader environment impacts their results.

Adesso provides an in depth report for each respondent as well as high level data for organisations that identifies trends and areas of focus. This data can be viewed and arranged in numerous formats based on organisational needs.



## **Purpose**

engagement, growth, fulfilment



## **Mind**

resilience, positive emotions, focus



## **Body**

sleep, nutrition, activity



## **Connection**

relationships, belonging, communication



## **Financial**

peace of mind, security, contribution

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9. Waddell G, Burton AK 2006. 'Is work good for your health and well-being?' In: Pensions DfWa, ed. UK: The Stationary Office.
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14. Comcare, 2011. 'Benefits to Business: The Evidence for Investing In Worker Health and Wellbeing'. Accessed online from [https://www.comcare.gov.au/\\_data/assets/pdf\\_file/0006/99303/Benefits\\_to\\_business\\_the\\_evidence\\_for\\_investing\\_in\\_worker\\_health\\_and\\_wellbeing\\_PDF\\_89.4\\_KB.pdf](https://www.comcare.gov.au/_data/assets/pdf_file/0006/99303/Benefits_to_business_the_evidence_for_investing_in_worker_health_and_wellbeing_PDF_89.4_KB.pdf)
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# Where to from here?

**Our job is to work with organisations to bridge the gap between employee wellbeing, workplace support and productivity based on leading research from around the globe.**

[www.adessoprofiling.com](http://www.adessoprofiling.com)

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