

APRIL 2022

# THE RESILIENCE FACTOR

A 115FW Psychological Health Team Publication

## FEATURES:

Page 3 - Guide to Connection for a Healthier Workforce

## SCAN

to receive  
customized  
Resiliency  
Resources  
from your DPHs



## THE IMPORTANCE OF LOGGING OFF

Content by **Emily Barrett & Patricia Weiner**

Most people want to prove they can excel under stress, be reliable, and that they deserve some sort of growth in their career. The journey we have been taking to achieve such things, though, has proven counter intuitive - success is based on productivity, overworking is seen as a good quality in a worker, and productivity plummets when we overwork - so does our health. This article explores the reasons why we do this and provides some hope for a more effective form of success.

According to the Journal of the American Medical Association and the Harvard Business Review, in recent years researchers found that a majority of workers in the United States take their jobs very seriously and desire to continue working or get to the next promotion, and being sick does not stop them from showing up—either in-person or remotely. Being sick' ranges from having a common cold virus to being chronically and seriously ill. What we find in the middle of this range is suffering with chronic episodic ailments like depression, anxiety, asthma, seasonal allergies,

headaches, back pain, arthritis, or gastrointestinal issues, etc, which are quite common. What researchers have found is an unintended outcome of overworking, especially as it relates to illness: when people don't feel good, they actually don't do their best work. In the U.S., organizations lose an estimated \$150 billion per year of productivity when employees report to work despite being ill. This loss significantly outweighs employer's costs to provide benefits and health care system costs when workers do take time off to treat health issues.

Furthermore, Leigh Thompson, a professor of management and organizations at Northwestern University points out that our society tends to employ a subconscious bias that the act of simply showing up and being present means someone is a hard worker without necessarily considering factors, such as an ailment, that may impact the quality of their output. Bosses tend to value high visibility in the workplace, which Thompson posits is the result of a psychological phenomenon called the 'mere-exposure effect.' The effect holds that the more a person is exposed to someone or something, the more they start to grow affinity. For example, if a particular worker makes themselves more visible, they may naturally ingratiate themselves to others just by being there, even if others can't pinpoint what they like about the person. Or, if an employee sees emails from peers or supervisors that were sent after working hours it is interpreted as the level of dedication desired within their team. This adds pressure to the employee to do the same as their peers, which often leads to putting more time in on the job. Thompson is finding that productivity plummets after working more than 50 hours per week.

## PREVALENCE OF UNDER-RECOGNIZED HEALTH ISSUES THAT CAUSE PEOPLE TO STAY HOME FROM WORK:

**WISCONSINITES 2021**

**859,000**

(or 3x the population of Madison)

live with a mental health condition.

**231,000**

thought about suicide

**36.4% of adults**

reported symptoms of anxiety and depression

**60 million** Americans have serious seasonal allergies

**13-30%** of people develop chronic back pain

We can redirect the pathway of our journey to cultivate optimal performance of employees and organizations by connecting to our work and the people we work with in a new way.

And it starts with supervisors/bosses/leaders investing in the evolution and adoption of a different perspective on hard work and success. Making this shift into a growth and compassion mindset will foster happier, more productive employees - **even when they take sick days.**

Check out the next section for our "Guide to Connection for a Healthier Workforce."

# TRISH & EMILY'S GUIDE TO CONNECTION FOR A HEALTHIER WORKFORCE

## LOG OFF AND LEAVE - FOR REAL

Shut down shop and go home at the time you're scheduled to end your workday. When you value your own time, your employees will feel they can also place value on their time outside of work.

## DESIGNATE AN OUT-OF- SIGHT AREA AT HOME FOR YOUR REMOTE WORK ITEMS

As often as you can, don't give in to the temptation to log-in at home outside of working hours. This models to your team that you also value their time spent outside of work. everyone needs a break!

## CONSIDER INDIVIDUAL & ORGANIZATIONAL BIASES

“Reflect on the following questions:

- 1.What are the beliefs and values about your work sector, department, organization, or society that compels employees to show up to work?
- 2.What are the beliefs and values about your work sector, department, organization, or society that compels employees to attend work despite being ill?

## CREATE CLEARER METRIC SYSTEMS

“By creating more relevant metrics systems to measure productivity you and your team can redefine group and individual success without working yourselves into distress and out of productivity!