

WORKPLACE WELLBEING

Decrease burnout & attrition while increasing productivity, impact, and work-life balance.

www.lisabrewercoaching.com

COGNITIVE REST

Resting mentally during the workday decreases stress; improves focus, decision making, and productivity; & makes employees happier.

Studies show that making repeated decisions makes people tired, and they start looking for simple answers. The average person spends 47% of time on autopilot: doing automatic behaviors while their mind wanders from the task at hand.

Some simple ways of resting our minds include taking walks, breathing exercises, meditation, socializing with friends, being in nature, listening to music. News, social media, studying are not rest.

CULTURE

Leaders can create organizational norms that support employee wellbeing. Encourage and support work life balance, psychological safety, recognition, effective leaders and managers.

- **Set clear priorities and expectations.** If achieving these routinely require working after hours, reassess priorities.
- **Reduce administrative burden** whenever possible.
- Actively **recognize and appreciate** small and big things.
- **Seek employee input and feedback** on how to improve.
- **Manage conflicts** as soon as they arise.

MANAGEMENT

Coach employees on personal challenges with managing wellbeing such as boundary setting, perfectionism, and changing perspectives, maybe even hosting lunch and learns to address more broadly.

Boundary setting: Every time we say yes, we are saying no to something else. What are you saying no to?

Perfectionism: Who is determining what "done" looks like? Is this driven by a customer need? Who benefits from the extra work? What is the tradeoff?

Changing perspectives: What will be important about this two months or years from now? If a loved one was going through this, what would you say to them?



LEARN MORE

Autopilot causes and solutions

<https://www.scphealth.com/blog/how-to-stop-operating-on-autopilot-top-10-steps-to-take-now>

Decision fatigue <https://www.ama-assn.org/delivering-care/public-health/what-doctors-wish-patients-knew-about-decision-fatigue>

Supporting Employee Wellbeing

<https://hbr.org/2021/10/7-strategies-to-improve-your-employees-health-and-well-being>



LISA BREWER

"As a Professional Certified Leadership and Wellbeing Coach I've helped hundreds of clients strengthen their careers, impact, health, and joy by taking surprisingly simple steps."