

# Creating a Supportive Workplace Culture for Wellbeing and Mental Health

Chicago Build 2023



# Speaker

**LeeAnn Tomas-Foster**

Arcadis City Executive

Bringing Arcadis into the fold in the market on some of the City's most challenging and innovative projects and programs.

*“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”*

***Maya Angelou***

# How about these facts!

**83%** of US workers suffer from **work-related stress** <sup>1.2.</sup>

Stress causes around **one million workers** to miss work every day <sup>1.3.</sup>

US businesses **lose** up to **\$300 Billion** yearly as a result of workplace stress. <sup>1.3.</sup>

According to the American Psychological Association's 2021 Work and Well-being Survey<sup>4.</sup> **more than 2 in 5 employees** said they intend to **seek employment outside their company** in the next year, **up from 1 in 3 in 2019.**

1. Stress.org
2. Osha.gov
3. Zippia.com
4. American Psychological Association's 2021 Work and Well Being Survey

# Top issues causing workplace stress



Compensation



Long hours/ Too heavy workload



Lack of involvement in decision making



Lack of opportunity for growth or advancement



Long commute



Dangerous physical conditions



Workers with health condition or disability



Horrible boss

**How can you contribute to a  
supportive work culture as a boss?**



# You have to start somewhere, why not here!



**Looking Yourself in the Mirror**

**Setting The Tone**

**Performance Communication and Employee Future Visioning**

**Improving Work Environment**

**Promoting of Work Life Balance**

# Looking Yourself in the Mirror

**Would you like to work for you?**

**Are you getting the results you want from your colleagues or staff?  
If not, why not?**

**What behaviors do you have with staff and colleagues that could stress them out or create an unhealthy work environment?**

**Why do you do them? What can you do to change them?**





# Setting the Tone



**Be open about your work style and expectations for your work environment**

**Set a Good Example**

**Actively listen to staff and colleagues**

**Remove obstacles creating a stressful and unhealthy environment**

**Clarify priorities**

**Provide autonomy**

**Get Organized- Don't make your problem someone else's!**

# Performance Communication and Employee Future Visioning



**Make time for employee goal setting and performance evaluations**

**Conduct recurring check in meetings**

**Develop your employees' skillsets**

**Coach staff and colleagues towards the future person they will become**

**Provide bonus or treat for above and beyond activity**

**Ask for feedback on your work style**

# Improving Work Environment



**Facilitate Group Projects and Non-Work Team events**

**Pinpoint Areas of uncertainty in the workplace and provide resolve**

**Involve colleagues and junior staff in decision making**

**Be transparent**

**Provide an outlet to give and receive feedback**

**Create a candid culture and approach conflict head-on**



# Promoting Work Life Balance

## PROMOTE IT

**Implement Walking Meetings and Natural Breaks**

**Launch a Team Competition**

**Encourage staff and colleagues to get their personal tasks done on their breaks**

**Approve vacations and encourage taking time off**

**Provide access to resources needed**





**Firstname Surname**

Role / Job title

[name@arcadis.com](mailto:name@arcadis.com)



**Firstname Surname**

Role / Job title

[name@arcadis.com](mailto:name@arcadis.com)

**Arcadis.** Improving quality of life.