



Speaker

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Arcadis City Executive

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

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"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

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How about these facts!

83% of US workers suffer from work-related stress 1.2.

Stress causes around **one million workers** to miss work every day ^{1.3.}

US businesses **lose** up to **\$300 Billion** yearly as a result of workplace stress. ^{1.3.}

According to the American Psychological Association's 2021 Work and Well-being Survey^{4.} 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





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



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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

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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?



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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

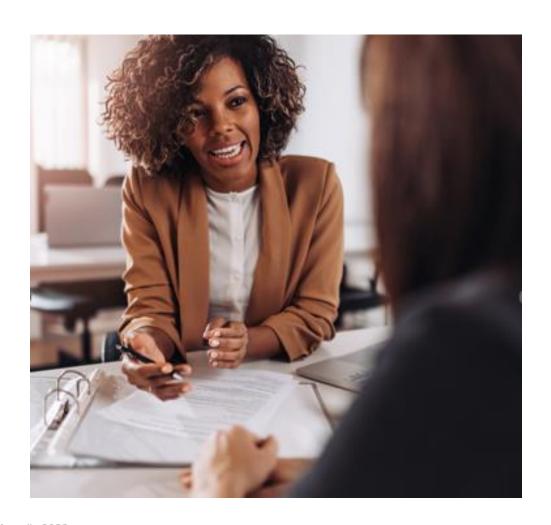
Clarify priorities

Provide autonomy

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

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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

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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

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Promoting Work Life Balance

PROMOTE IT

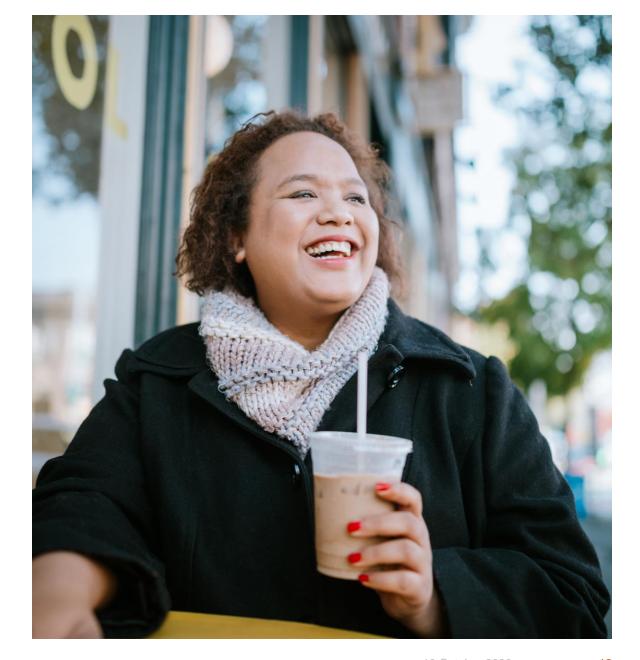
Implement Walking Meetings and Natural Breaks

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



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