Journey of Resilience

What is Organisational Resilience?

Resilience is recognised to be a dynamic process that enables an individual to adapt in challenging circumstances. When employees suffer from depression and anxiety, both the individual and the organisation suffer.

In an analysis of over 225 academic studies, those with a positive and stable mental health had 37% higher sales, 31% higher productivity and their creativity was three times higher.

What causes stress?

Stress can arise in response to circumstances in both our professional and personal lives, but 54% of people say that they find work life more stressful than their home life.

Workplace stress affects people in different ways:

- 37% Comfort eat
- 31% Argue with partner and family
- 27% Put on weight

Employees tend to attribute stress to elements largely out of their own control:

- 45% Find being understaffed stressful
- 49% Find colleagues not doing their jobs properly stressful
- 45% Find trying to meet performance targets stressful

MetLife Employee Benefits research showed that 47% of UK employees said that their jobs were stressful.

Some stress is good for us. Most of us need goals and a degree of pressure to fulfill our potential. However, establishing a good balance between drive and overworking is crucial for preventing levels of stress that can become detrimental to an organisation.