

Supporting wellbeing under pressure: The missing pieces

Burnout? Turnover? Tired and tense teams?

The last few years have been fraught, and the impacts are telling.

How do we equip mission-driven leaders and teams to perform under pressure, without burning them out?

We've spent the last decade researching and designing practical approaches that get right to the heart of the problems. You'll note we said problems, not problem.

There are three key problems to address - and three opportunities for making a meaningful impact on wellbeing and performance under pressure.

3 interconnected problems:

Individual: Self-care is hard to do under pressure

Team: Tired teams become a source of stress rather than support

Organization: Leadership and organizational factors matter

We call this the 'triple responsibility' approach to resilience at work.

With our background in cognitive science and in emergencies, we've worked hard to design solutions that get to the heart of the problems but are simple to plug and play. When the pressure's on, no one needs things to be harder and more complicated than they need to be.



1

Problem 1 - Individual: Self-care is hard to do under pressure

There's a huge divide between knowing the importance of self-care and being able to put these things in place under pressure. Knowing it isn't the same as doing it. For mission-driven people in particular, prioritizing self-care feels uncomfortable and near impossible.

"I was told how important looking after myself would be. I heard it but couldn't do it. If I could go back and change one thing, it would be to find a way because I can't turn back the clock to get my marriage back or reverse the health impacts."

Strategy: Success involves moving from good intentions to getting intentional. Hope is not a method.

Use: 1) **Doing Well deck** to create personalized action plans to support wellbeing, resilience and performance under pressure. Designed to bust the barriers to self-care and make action achievable and fun.



2

Problem 2 - Team: Tired teams become a source of stress rather than support.

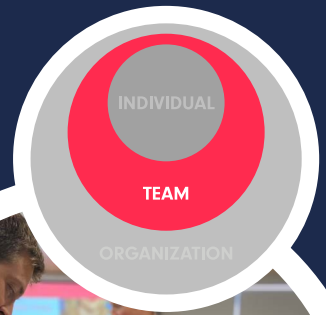
A team has immense power to support or undermine each other's wellbeing. Let's face it, we're rarely at our best selves when we're tired. When a whole team has been working under pressure, it's common for teams to become emotionally tense or for the wheels to fall off.

"We rallied together initially, but as time wore on and tiredness kicked in, we split apart and that impacted both us and the work."

Strategy: Empower teams with practices to work well and pull together under pressure.

Use: 1) 'Workshop in a Box' for teams: Optimizing team cohesion and wellbeing under pressure

2) Facilitated workshops: Working well under pressure



3

Problem 3 - Organization: Leadership and organizational factors matter.

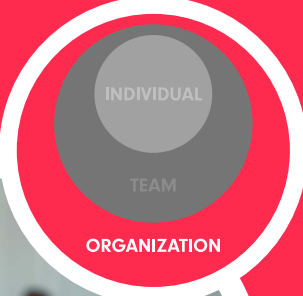
Asking people to practice self-care and then failing to address preventable workplace stressors or loading them up for too much for too long just does not work. We risk harming even the most resilient and capable of people. Ill-equipped leaders and organizational factors are leading contributors to burnout.

"When the canary in the coalmine falls off its perch, the answer usually isn't a stronger canary."

Strategy: Equip leaders with actionable insights and practices for leading teams under pressure and address the preventable organizational factors that contribute to burnout.

Use: 1) Facilitated masterclasses: Leading under pressure - Setting your teams up to do well

2) 'Workshop in a Box' for leaders: Leading for wellbeing and performance under pressure



The trusted **training and tools** that leaders and organizations use to **achieve hard and meaningful things when the pressure is on.**

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hello@hummingly.com

www.hummingly.com