

Improving Health and Wellbeing in the Workplace with Self-Compassion

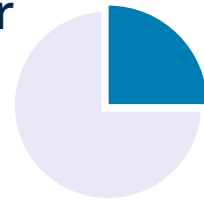
Creating
Compassion

Workplace stress and burnout concerns and costs

Workforces are experiencing pressures and stress like never before. Levels of burnout are at their highest on record with Human Resource professionals extremely concerned for their people's mental health.



Anxiety/stress/depression/other mental health issues accounted for **49%** of all **sickness absence** in 2022-23.¹



17.1 million working days were lost due to **work-related stress, depression or anxiety** in 2022-23.²



1 in 5 UK workers reported feeling **unable to manage stress and pressure** in the workplace.³

The **cost of poor mental health** to UK employers is estimated at **£56 billion** per year.⁴



Employers that **invest in mental health support** for their workforce receive an **average £5 return** for every £1 spent.⁵

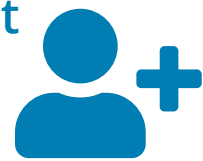


Positive impact of Self-Compassion

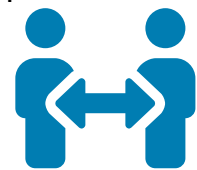
Our peer reviewed research study shows supporting managers and their employees, with the understanding and tools to improve their Self-Compassion, contributes to managing their own psychological wellbeing, reducing personal stress and becoming more resilient to deal with their challenges.



Creating a **compassionate culture at work** is linked with **lower levels of burnout and absenteeism.**⁶



A wide range of **Academic research** also shows that developing the practice of Self-Compassion is critical to **how a person supports themselves** and the compassion they give to others in work.



Valid **psychometric measures** of Self-Compassion not only show increased compassion for self, but also the **benefits as a protective factor for a range of well-being indicators** including mental health, stress, emotional exhaustion, burnout and compassion fatigue.⁷



When employees hold a **self-compassionate mindset** they will exhibit **greater work performance and wellbeing** including improved engagement and resilience.⁸



Assessing the effectiveness of the Self-Compassion at Work Programme

A randomised waitlist control trial was carried out to assess the effectiveness of the **Self-Compassion at Work Programme**.

This Programme consists of:



Four modules which includes online webinars covering the theory and practice of Self-Compassion



Deepening exercises, tasks and podcasts to support the webinar learning



Action Planning and a focus on bringing the Self-Compassion approach to work.

190 professionals from UK based organisations took part in the trial via:



An **'Intervention'** group of **110 professionals** undertaking the Programme

A **'Waitlist'** control group of **80 professionals** who undertook the Programme a month after the Intervention group

Each group was assessed on:



Self-Compassion



Mental Wellbeing



Stress



Burnout

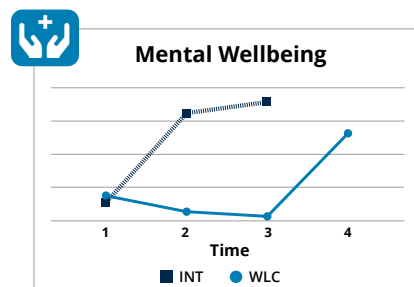
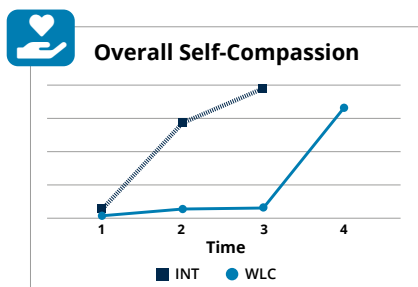
at four timepoints and the data was analysed. The Waitlist group also provided data immediately following completion of their Programme.



Power of the Programme

Results showed:

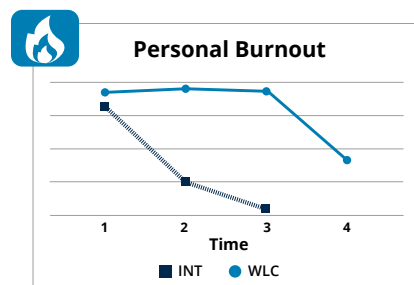
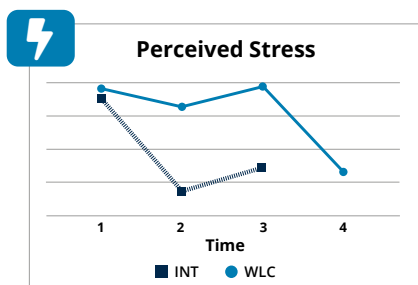
- The Programme's positive effect on the scores of all six of the Self-Compassion sub-scales assessed after Programme completion for both trial groups
- Significantly positive effects were seen between the two groups in relation to their Overall Self-Compassion, Mental Wellbeing, Stress and Burnout.



Key:

■ INT = Intervention Group

● WLC = Waitlist Control Group



● **92%** of trial respondents would recommend the Programme to colleagues.

“ I was able to try to stay calmer about things which were worrying me about work...”

“ As a direct result of watching the first webinar, my anxiety levels reduced...”

1. & 2 Health and Safety Executive (2023) Work-Related Stress, Depression or Anxiety Statistics in Great Britain, 2023

3 Mental Health Foundation (2021) Burnout Survey in Adult Population in UK

4. & 5 Deloitte (2022) Mental Health and Employers UK Survey Findings

6 Harvard Business Review (2023) Leading with Compassion has Research-Backed Benefits

7 Zessin, U., Dickhauser, O., and Garbades, S. (2015) The Relationship Between Self-Compassion and Well-Being: A Meta Analysis. Applied Psychology: Health and Well-Being, 7 (3), pp. 340-364

8 Jennings, R., Lanaj, K., and Kim, Y. (2023) Self-Compassion at Work: A Self-Regulation Perspective on its Beneficial Effects for Work Performance and Wellbeing. Personnel Psychology, 76(1), pp. 279-309