Improving **Workplace Health** and **Wellbeing** with **Self-Compassion**

Creating Compassion

Workplace Stress and Burnout: Concerns and Costs

Organisations have both a legal and moral responsibility to protect and promote the wellbeing of their workforce. However, increasing numbers of employees across all sectors are experiencing stress, burnout and mental ill health, highlighting the scale of the challenge facing employers today.

Mental ill health is the leading cause of **long-term sickness absence** in 2025.[1]

Average **sickness absence** has reached 9.4 days per employee – **the highest level in over 15 years**.[2]

Stress, **depression** and **anxiety** account for **52%** of work-related ill health and **62%** of working days lost.[3]

Poor mental health costs UK employers **£51 billion** every year.[4]

Every £1 invested in workplace mental health and wellbeing **returns £4.70** to employers.[5]

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Why Self-Compassion Matters at Work

Self-compassion has become an important focus of psychological research because of its positive relationship with health, wellbeing and resilience. Research consistently demonstrates that it benefits both employees and organisations across a range of important workplace outcomes.

Improves Health & Wellbeing

Self-compassion training has been shown to improve work-related wellbeing while reducing stress and burnout.[6]

Strengthens Resilience

Self-compassion helps people respond more adaptively to workplace challenges, strengthening resilience and reducing stress in the face of adversity.[7]

Enhances Workplace Relationships

Self-compassion is associated with greater compassion for others, helping to strengthen supportive relationships and positive workplace interactions.[8]

Supports Sustainable Performance

Self-compassion helps employees maintain engagement, make greater progress towards work goals and perform effectively, particularly during challenging periods.[9]

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Evidence-Based Outcomes of the Self-Compassion at Work Programme

The effectiveness of the **Self-Compassion at Work Programme** was evaluated in a published, peer-reviewed randomised waitlist control trial.

The programme consists of:

- Four online learning modules covering the theory and practice of self-compassion
- Practical activities and reflective exercises to reinforce learning
- Action planning to support the application of self-compassion in the workplace

The trial included **190 participants** from UK organisations:

Intervention group:
110 participants
completed the programme

Waitlist control group:
80 participants completed the programme one month later

Participants were assessed on:

- **Self-compassion**
- **Mental wellbeing**
- **Perceived stress**
- **Burnout**

using validated psychological measures at four time points.

Super, A., Yarker, J., Lewis, R., Keightley, S., Summers, D., & Munir, F. (2024). Developing Self-Compassion in Healthcare Professionals Utilising a Brief Online Intervention: A Randomised Waitlist Control Trial. *International Journal of Environmental Research and Public Health*, 21, 1346.

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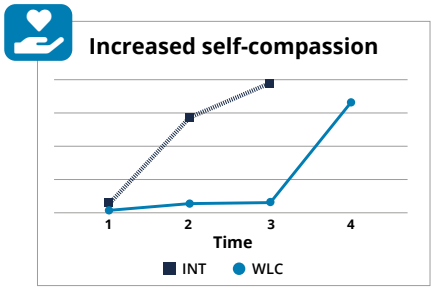
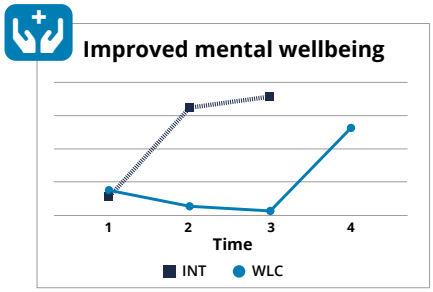
The Impact of the Self-Compassion at Work Programme

Participants completing the **Self-Compassion at Work Programme** demonstrated significant improvements in key wellbeing outcomes compared with the waitlist control group.

The programme resulted in:

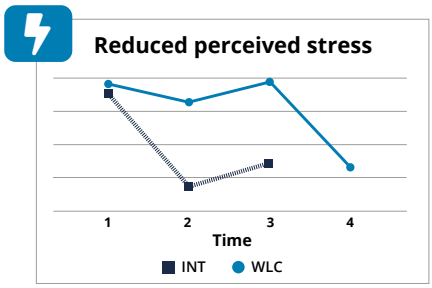


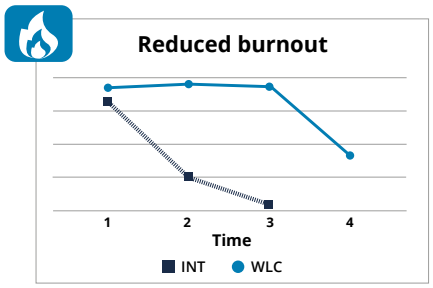


Key:

INT = Intervention Group

WLC = Waitlist Control Group





"I'm no longer running on empty."

92% of participants said they would recommend the programme to colleagues.

"I now respond differently to stressful situations at work."

1. & 2 Chartered Institute for Personnel Development (CIPD). (2025). *Health and wellbeing at work 2025*.

3 Health and Safety Executive (HSE). (2025). *Work-related stress, depression or anxiety statistics in Great Britain*.

4. & 5 Deloitte. (2024). *Mental health and employers: The case for employers to invest in supporting working parents and a mentally healthy workplace*.

6 Kotera, Y., & Van Gordon, W. (2021). Effects of Self-Compassion Training on Work-Related Well-Being: A Systematic Review. *Frontiers in Psychology*, 12, 630798.

7 Ferrari, M., Hunt, C., Harrysunker, A., Abbott, M. J., Beath, A. P., & Einstein, D. A. (2019). Self-Compassion Interventions and Psychosocial Outcomes: A Meta-Analysis of RCTs. *Mindfulness*, 10(8), 1455–1473.

8 Neff, K. D., & Pommier, E. (2013). The Relationship between Self-Compassion and Other-Focused Concern among College Undergraduates, Community Adults, and Practicing Meditators. *Self and Identity*, 12(2), 160–176.

9 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.