



illuminate

Survive! Meeting Existence Needs in the Workplace



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WORKPLACE INNOVATION NEWSLETTER

One Theme. One Tool. Once a Month. Simple, relevant, and designed for real workplaces.



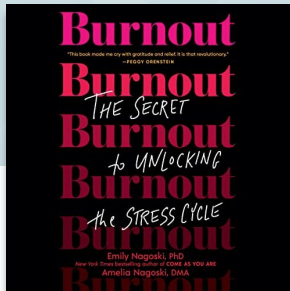


how to design a workplace

where people can **survive**

stress is...

...the neurological and physiological SHIFT that happens in your body when you encounter one of these threats. It's an evolutionary adaptive response that helps us cope with things like, say, being chased by a lion or charged by a hippo.... It initiates a response to help you survive.... Your entire body and mind change in response to the perceived threat.



lower order needs

survive

Self-actualization

desire to become the most that one can be

Esteem

respect, self-esteem, status, recognition, strength, freedom

Love and belonging

friendship, intimacy, family, sense of connection

Safety needs

personal security, employment, resources, health, property

Physiological needs

air, water, food, shelter, sleep, clothing, reproduction

- Sleep
- Stress Cycle
- Living Wages / Financial Wellness
- Safety

sleep

- consistency
- length
- quality



What's happening for your employees at your workplace that's affecting their sleep?

practice!

sweet sleep



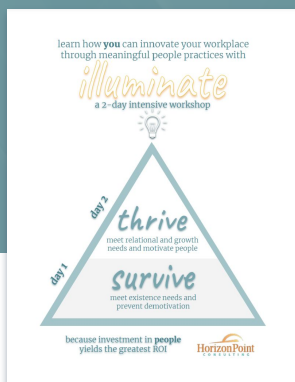
my morning wind up

current	ideal

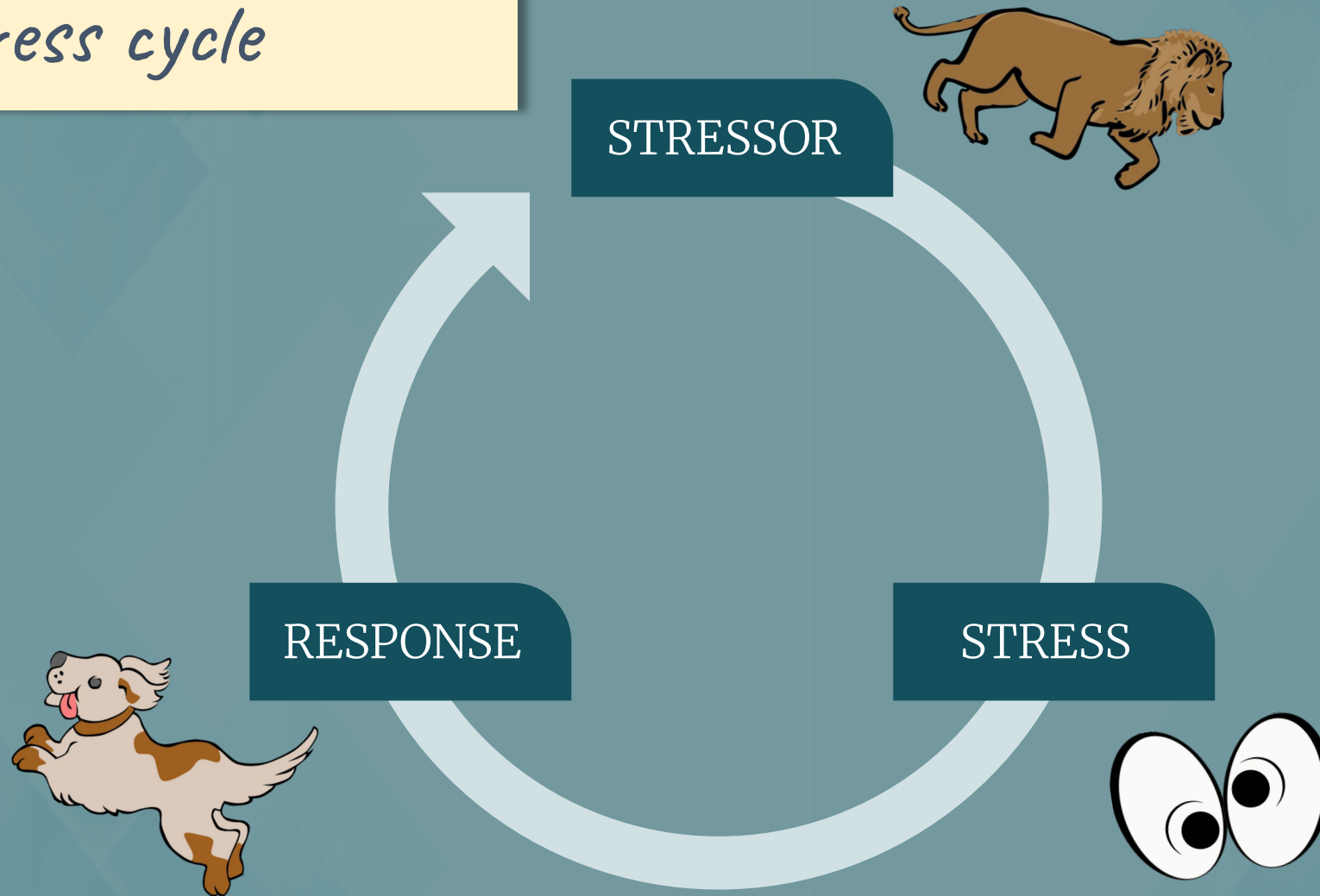


my evening wind down

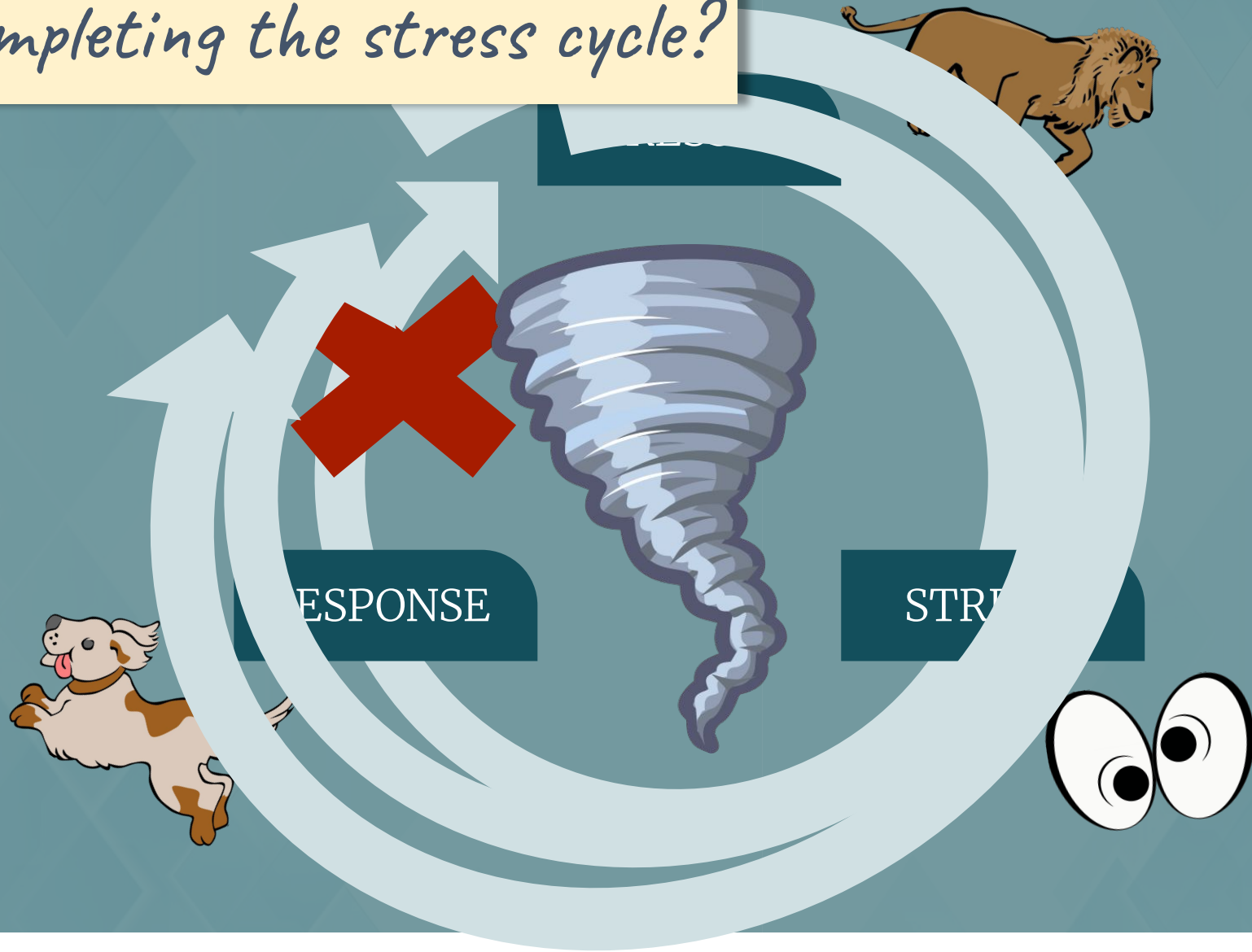
current	ideal



stress cycle



are you completing the stress cycle?

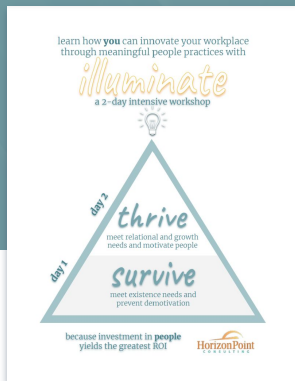
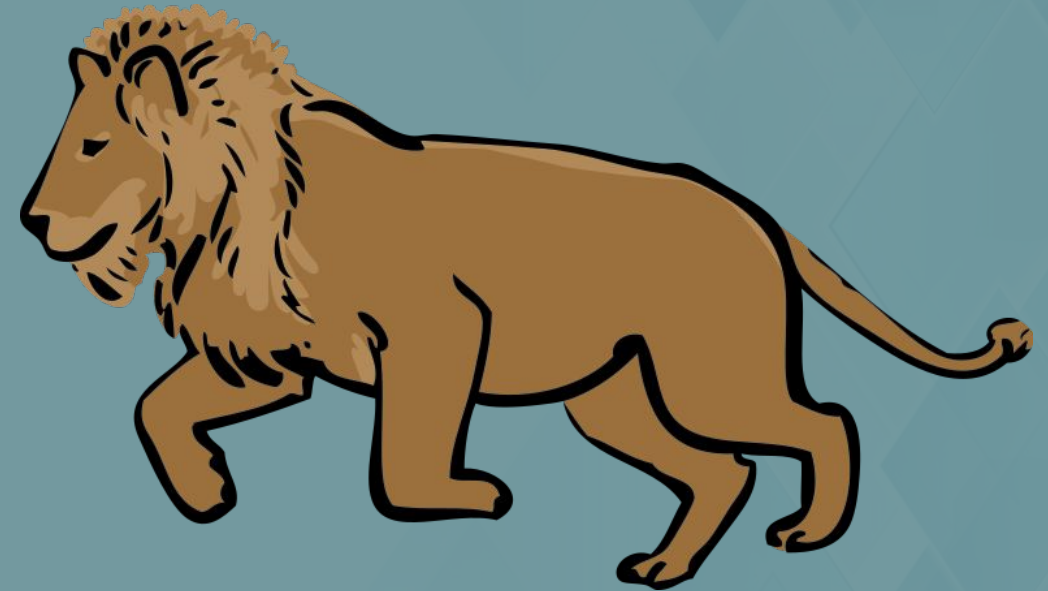


what are your “lions”?

yours

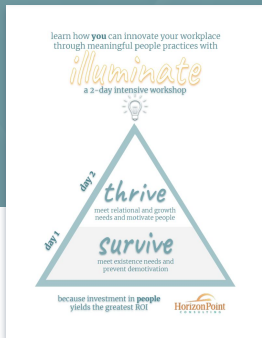
&

your employees’



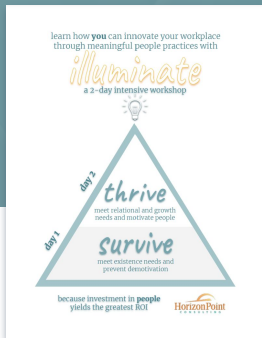
7 ways you can complete the stress cycle

1. Initiate movement into the workday
2. Realize dealing with the stressor doesn't necessarily allow us to complete the stress cycle
3. Breathing
4. Positive social interaction
5. Allow time for creative expression
6. Allow crying
7. Help people pay attention to their body's response to things.



how can you complete the stress cycle?

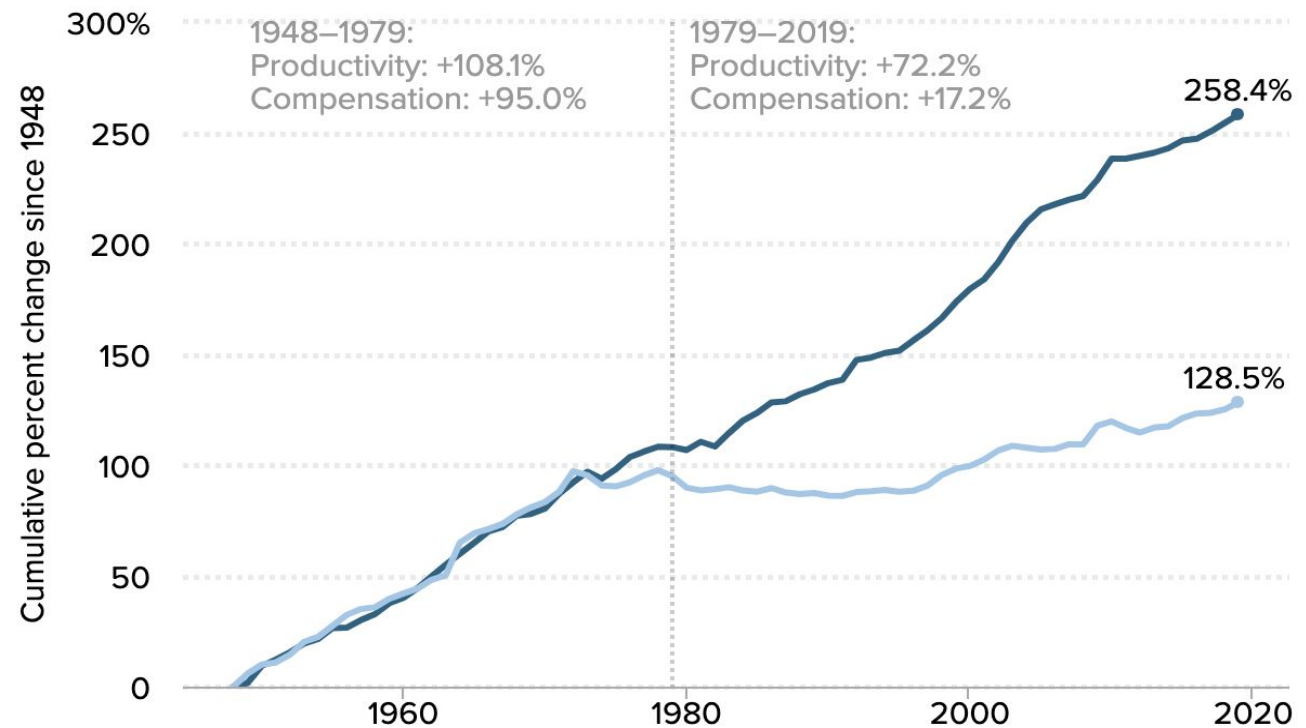
1. for you?
2. for your employees?
3. for your organization?
- 4.
- 5.



pay & productivity

The gap between productivity and a typical worker's compensation has increased dramatically since 1979

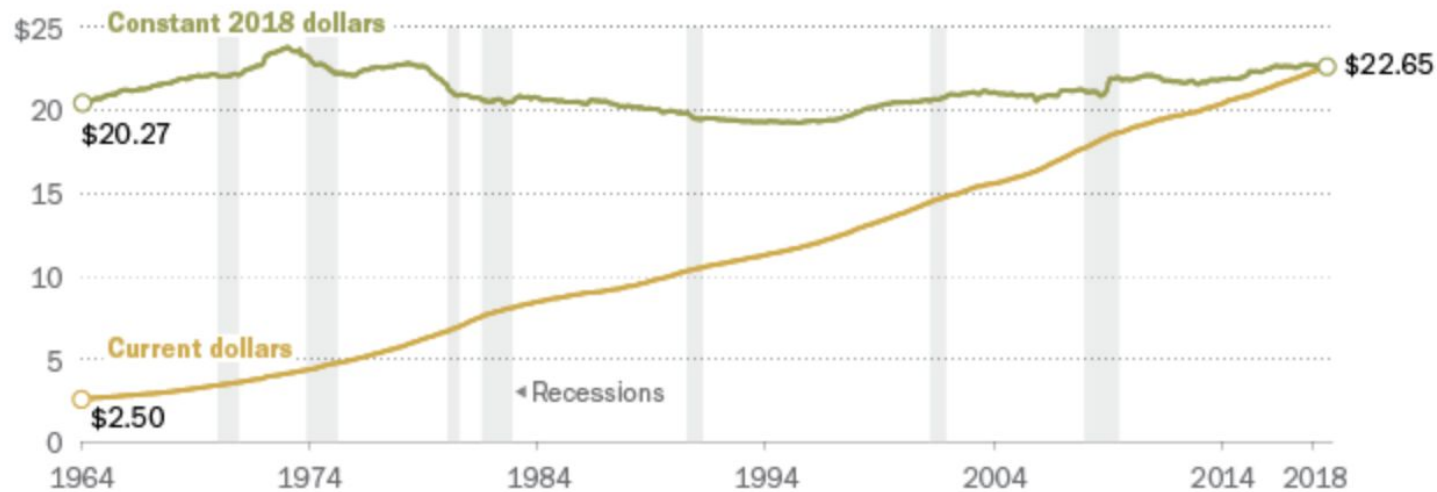
Productivity growth and hourly compensation growth, 1948–2019



pay & productivity

Americans' paychecks are bigger than 40 years ago, but their purchasing power has hardly budged

Average hourly wages in the U.S., seasonally adjusted



Note: Data for wages of production and non-supervisory employees on private non-farm payrolls. "Constant 2018 dollars" describes wages adjusted for inflation. "Current dollars" describes wages reported in the value of the currency when received. "Purchasing power" refers to the amount of goods or services that can be bought per unit of currency.

Source: U.S. Bureau of Labor Statistics.

PEW RESEARCH CENTER



living wage

Are we making people
“DUMBER?”



pay & productivity

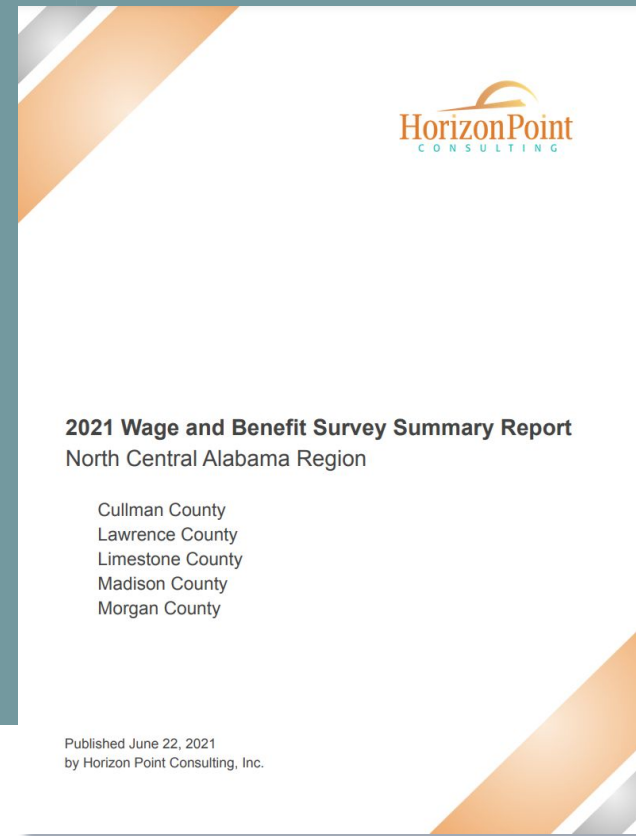


	1 ADULT				2 ADULTS (1 WORKING)				2 ADULTS (BOTH WORK)		
	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children
Living Wage	\$13.77	\$27.06	\$33.09	\$42.01	\$22.30	\$26.44	\$30.04	\$31.99	\$11.15	\$14.92	\$18.42
Poverty Wage	\$6.13	\$8.29	\$10.44	\$12.60	\$8.29	\$10.44	\$12.60	\$14.75	\$4.14	\$5.22	\$6.30
Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25

am I making a living wage?

if I'm married and my spouse isn't working and we don't have children...

if I'm single and I have children...



health & safety

WORK SAFETY



SAFETY FIRST



PROTECTION



REGULATIONS



HAZARDS



HEALTH



INSURANCE

the structure of flexibility

All of this has to be customized for you and customized for your organization

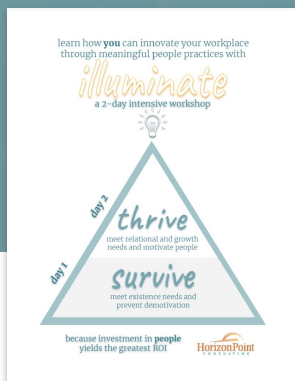
How do you address expectations/rules/order/structure?

How is this different/similar to autonomy?



survive checklist?

check!



workplace ~~wellness~~ worry inventory

- ☐ no benefits upon hire
- ☐ rotating shifts
- ☐ mandatory overtime
- ☐ inconsistent schedules
- ☐ no room for Movement
- ☐ no time for Breaks
- ☐ no financial wellness / literacy training
- ☐ no wellness programs
- ☐ no EAP
- ☐ no safety training
- ☐ no living wages (what % do you think makes a living wage?)
- ☐ not enough sleep
- ☐ inconsistent sleep
- ☐ stuck in the stress cycle
- ☐ hours affecting parents with school-aged children
- ☐ 0-1 week of PTO upon hire
- ☐ hide behind email / text
- ☐ managers don't meet with employees (groups)
- ☐ managers don't meet with employees (one-on-one)
- ☐ too much time spent in meetings
- ☐ frequently have people with childcare conflicts (COVID-19 aside)
- ☐ people don't have vacation time
- ☐ people don't take vacation time
- ☐ people don't take regular breaks
- ☐ people don't take lunch breaks



Adam Grant ✓
@AdamMGrant

To every company offering "wellness stipends" to fight burnout:

Funding gym visits, vacations, and healthy meals is a bandage, not a cure.

If you really care about well-being, you might want to stop overloading people with grueling work and subjecting them to abusive bosses.

thank you

Lorrie Coffey

lac@horizonpointconsulting.com

Jillian Miles

jmm@horizonpointconsulting.com