



## Many organizations are ignoring and even unknowingly causing workplace stress and trauma – with cumulative negative impacts on their people and performance.

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### **VICARIOUS TRAUMA. DEPLETED BODIES. SCRAMBLED BRAINS. BURNOUT. THESE STRESS CONSEQUENCES ARE GROWING AT ALARMING RATES IN TODAY'S DEMANDING WORK ENVIRONMENTS.**

Indeed, a recent Towers Watson research report names stress as the #1 workforce health issue and a major occupational risk. Neuroscience shows us that people with overwhelming stress are likely to experience:

- **Distortions in brain function and behavior**
- **Declines in physical health and emotional resilience**
- **Damaged personal and professional relationships**
- **Dominant feelings of fear and anxiety**

To make things worse, employees who aspire to do something meaningful about workforce stress have to navigate internal obstacles. They are told to suck it up or to work “smarter.” Or “this is just the way it is.” They face organizational awkwardness in dealing with emotional subjects. Stigma prevails. Yet, thanks to recent news reports, YouTube content, and TED talks, an increasing number of people know that employers are capable of mitigating particular stressors, thereby preventing problems and damage.

No organization – regardless of the industry – can afford the serious and cumulative impacts on engagement, productivity, and medical costs that emotionally toxic conditions create. Many leaders realize the standard approaches to wellbeing – occasional stress management seminars, self-care tips, EAP programs, and health fairs – are underutilized and do not satisfy the needs of many. But they aren't sure what else to do. Other leaders are uncomfortable even facing the fact that their demanding work environments are causing emotional and physical suffering in people – including themselves.

**Organizations have an obligation to foster the psychological and emotional wellbeing of their employees, many of whom are silently suffering. >>**



*Stress is the #1 workforce health issue. No surprise that Gallup reports that employee engagement has reached a national crisis state, with only 1/3 of U.S. workers engaged in their jobs and workplaces. Creating a culture of wellbeing requires science-based, integrative approaches that address the root causes and effects of stress and trauma.*

# Leaders and staff shouldn't have to persist in the midst of toxic stress.

## ORGANIZATIONS CAN – AND MUST – DO BETTER

Many leaders and employees aspire for something better. But all too often, decision-makers are trapped in a system where they succumb to patterns of unhealthy behavior. With Greenleaf as your wellbeing partner, your organization doesn't have to accept this status quo.

Founded in 2008, Greenleaf Integrative partners with people and organizations to substantially improve the way we all respond to significant work and life challenges. We are experts at helping clients that operate in highly demanding environments – including hospitals and other healthcare providers, Fortune 500 companies, non-profits, and federal, state, and local government agencies. Our diverse solutions, which we tailor to your needs from a range of services and expertise, enable clients to elevate performance, accelerate positive outcomes, and protect the wellbeing of people.



## LASTING CHANGE REQUIRES A CULTURAL SHIFT

To achieve meaningful, sustainable change, organizations must fix the root causes of stress and vicarious trauma. This includes

supporting a culture in which stress mitigation and staff-care are understood to be part of everyone's job. Greenleaf's talented staff members employ a diversified set of tools, techniques, and processes to deliver lasting results, including:

- **Enhanced Resiliency** – improved self-regulation, easier transitions, elevated situational awareness, leadership in challenging situations, and enhanced ability to recharge in the midst of adversity.
- **Increased Productivity** – improved problem solving, collaboration, and greater efficiency.
- **Cost Savings** – increased retention, reduced absenteeism, and decreased errors.
- **More Positive Interactions** – less conflict, more efficient and friendly service, greater peer support, and stronger relationships.
- **Expanded Leadership Capacity** – increased emotional IQ, better situational and self-awareness, more effective strategic and business execution, and improved ability to create a learning environment.
- **Stronger Culture** – increased engagement, greater solidarity, higher levels of trust and empathy, and increased enterprise IQ.

*Greenleaf uniquely integrates neuroscience and organizational expertise to deliver practical, tailored wellbeing solutions with lasting results.*

## NOW IS THE TIME TO ACT

It's time for your organization to cultivate a workplace where stress and trauma are not simply managed, but examined and reduced. Where people are protected from unnecessary suffering and preventable breakdowns. And where everyone in the enterprise feels safe in acknowledging the personal toll of getting the job done.

It's time to create a culture of solidarity and compassion that naturally inspires elevated performance, positive outcomes, and widespread wellbeing. **Greenleaf Integrative can get you there. Let's talk.**