



## Government employees – including leaders and their staff – are suffering the emotional and physical consequences of stress, fear, and uncertainty.

### CIVILIAN, DEFENSE AND OTHER PUBLIC SECTOR WORKERS ARE UNDER SIEGE BY THEIR ENVIRONMENTS, WITH CUMULATIVE RISKS TO MISSION SUCCESS

The U.S. is in the midst of an employee engagement crisis. According to a Gallup study a few years ago, only 31% of U.S. workers are engaged in their jobs. However, the story is even worse for federal government workers, with an astonishingly low 27% reporting that they're engaged in their jobs. In other words, 73% of government workers are disengaged – and it's dramatically hurting efficiency and productivity. Indeed, Gallup reports that this extreme lack of engagement is costing the federal government an estimated \$18 billion in lost productivity annually.

Research shows that how people *feel* at work every day is a primary driver of their own wellbeing as well as organizational performance and culture. Yet, unfortunately, many government employees – including those in leadership – commonly feel:

- Disruptions in cognitive function
- Declines in physical health
- Dysfunctional relationships
- Dominant feelings of anxiety

While every agency has internal training professionals, external organizational development experts, and consultants, the Gallup numbers reveal that the programs don't go nearly far enough in acknowledging the impact of

cumulative stress on employee health and performance – or effectively addressing it at its core root causes.

*A July 2017 article in Government Executive states, "Stress also contributes to disengagement or emotional detachment. While the Office of Personnel Management does not report levels of employee disengagement, morale is known to be low." The same article states that, in the U.S. economy, studies of high stress organizations have shown:*

- *Healthcare expenditures are nearly 50% higher*
- *More than half of workplace accidents are attributable to stress*
- *More than half of healthcare appointments are stress-related*

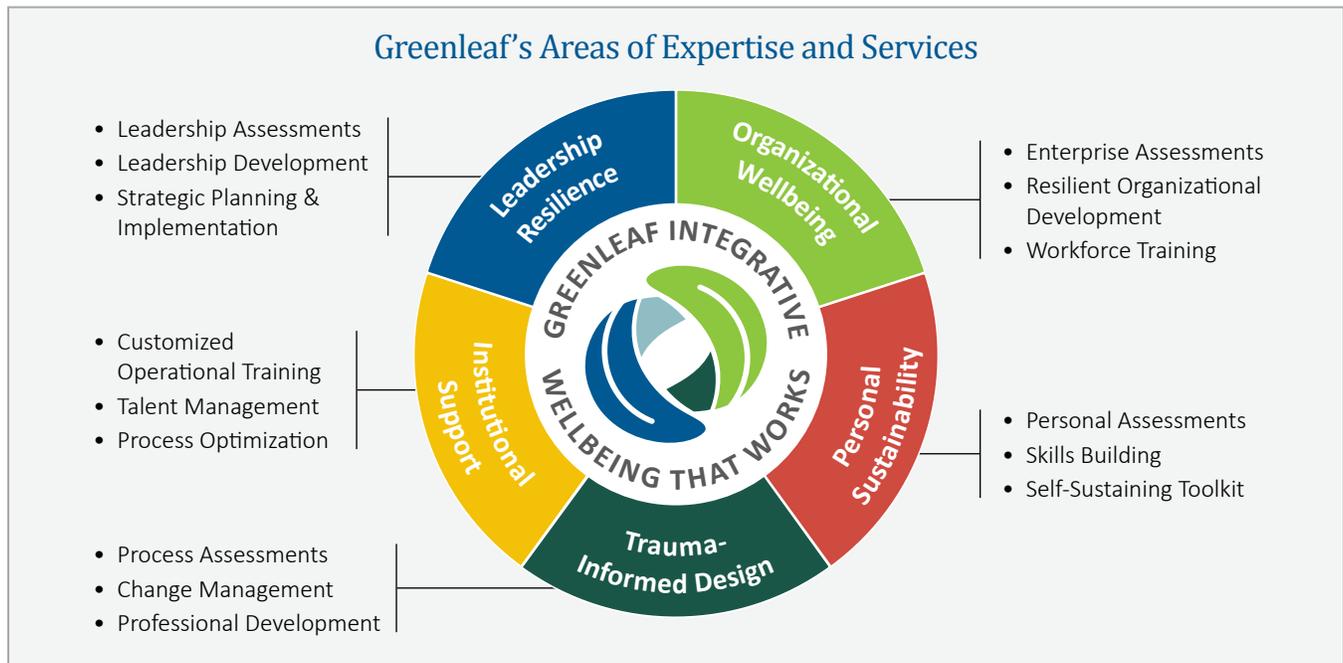
Certainly aid and relief workers, law enforcement and intelligence professionals, and military personnel at home and abroad may suffer more extreme exposures to and consequences of anxiety, fear, compassion fatigue, and vicarious trauma than others in government. But, make no mistake, even many government office workers and their leaders feel overwhelmed, disconnected and disillusioned by the lack of resources, tighter budgets, shrinking workforce, unfilled vacancies, dated IT systems, ever-changing political dynamics, and other stressors.

**Government program leaders can't afford not to proactively address the high stress and low resilience of their people. Their program and mission success depend on it. >>**

# Lasting solutions to cumulative stress and anxiety require scientific and organizational expertise.

Greenleaf Integrative understands the stress, anxiety, and fear associated with delivering on complex government missions in these challenging times. While many government agencies, with the best of intentions, offer programs and services to help employees handle stress better, they aren't enough. And, in some cases, these Band-Aid approaches are counterproductive. That's because stress management and resiliency programs frequently amount to nothing more than a list of "relaxation tips" that would be nice to do – if people only had the time, resources, and support.

Instead, Greenleaf helps government organizations that operate in highly demanding environments change their approach to cumulative stress and institutional pressures. Combining proven scientific principles and a deep understanding of how people and government organizations operate, we tailor and scale solutions from our areas of expertise and services below to meet your objectives, budget, and timetable.



## OUR PROVEN EXPERIENCE SPANS A WIDE RANGE OF GOVERNMENT ORGANIZATIONS AND EMPLOYEES

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|---|---|
| <ul style="list-style-type: none"> <li>• Agency for International Development</li> <li>• Defense Intelligence Agency</li> <li>• Department of Agriculture</li> <li>• Department of Commerce</li> <li>• Department of Defense</li> <li>• Department of Education</li> <li>• Department of Energy</li> <li>• Department of Health and Human Services</li> </ul> | <ul style="list-style-type: none"> <li>• Department of Homeland Security</li> <li>• Department of Justice</li> <li>• Department of State</li> <li>• Department of Transportation</li> <li>• Food and Drug Administration</li> <li>• National Aeronautics and Space Administration</li> <li>• Office of Personnel Management</li> <li>• Patent and Trademark Office</li> </ul> |
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### CONTRACT/CORPORATE INFORMATION

- GSA MAS #47QREA21D000Y
- Small & Disadvantaged Business (SDB) Certified
- DUNS: 825047165
- NAICS: 541611, 541612, 541618, 541720, 611430
- Cleared Facility and Cleared Personnel

### KEY CONTACT

**Jeffrey Arendt**  
 Director of Contracts  
 301-748-6781  
 jeff.arendt@greenleafintegrative.com

