

A collage of several US dollar bills, including \$100 and \$20 bills, that have been torn, crumpled, and scattered across a dark brown, textured background. The bills are in various orientations and states of disrepair, suggesting a loss of value or a crisis.

“The 20th Century Epidemic”

1992 United Nations Report


“A Worldwide Epidemic”

1996 World Health Organization Survey



Workplace Stress

The \$300
Billion
Profit Killer



“The workplace of 2004 has become decidedly more stressful, a reality that necessitates a proactive response from employers and their disability insurers.”

Stress Test 2004
Barbara Morris
Human Resource Executive magazine

Is Your Stress Alarm Ringing?

Low morale?

Poor communications?

Increase in absenteeism?

Higher turnover?

*Declining productivity,
performance?*

*Increase in workers
comp claims?*

*More lawsuits,
legal issues?*

*Increase in customer
complaints?*

*Rudeness, arguments
among coworkers?*

Phone, desk rage?



Impact of Stress

A close-up photograph of a hand holding a blue stress ball. The hand is positioned as if about to squeeze the ball. The background is a warm, orange-red gradient. Text labels are placed on the fingers and palm, describing the negative impacts of stress. The text is in a white, sans-serif font, with some words in italics.

*Mistakes,
accidents*

*Lost productivity,
burnout*

*Low morale,
lost employees*

*Increase in alcoholism,
drug use*

Workplace violence, harassment

*1 million absent
workers daily*

*Stress Cost Estimates
Range from
\$2,700 to \$7,500
Per Employee
Per Year*

Stress Hard Costs

Total Costs of Workers Comp & Lawsuits Because of Stress

19% of Absenteeism

60% of Total Workplace Accidents

40% of Turnover

10% of Drug Plan Costs

55% of EAP

30% of Short & Long Term Disability

Stress Factors

Uncontrollable

- *Economic trends*
- *Political events*

Employer Controlled

- *Culture*
- *Physical environment*
- *Organizational structure*
- *Communications*
- *Management style*
- *Policies, procedures*
- *Workloads, schedules*

Employee Controlled

- *Home, family*
- *Individual perceptions*
- *Internal thinking, processing*
- *Learn new stress mgmt skills (training)*

Fastest change



Why Take Action?

*Stress overload
costs your
company money*

*Too much stress
creates
problems*

*Employees
expect
moderate
amount of stress*

*Employees want
ways to manage
stress*

*Human
resources
concerns*

*Potential future
legal actions*

*Employee stress
training is cost
effective
solution*

Problem with Most Training

- ❖ Core dump, too much info

- ❖ Intrusive, takes too much time

- ❖ Not simple enough to learn and retain

- ❖ No follow-thru or follow-up



Inroads Training Solution

Powerful
Proven
Technique

Quick, Easy
to Learn

Follow-Up
Materials
Address Key
Questions

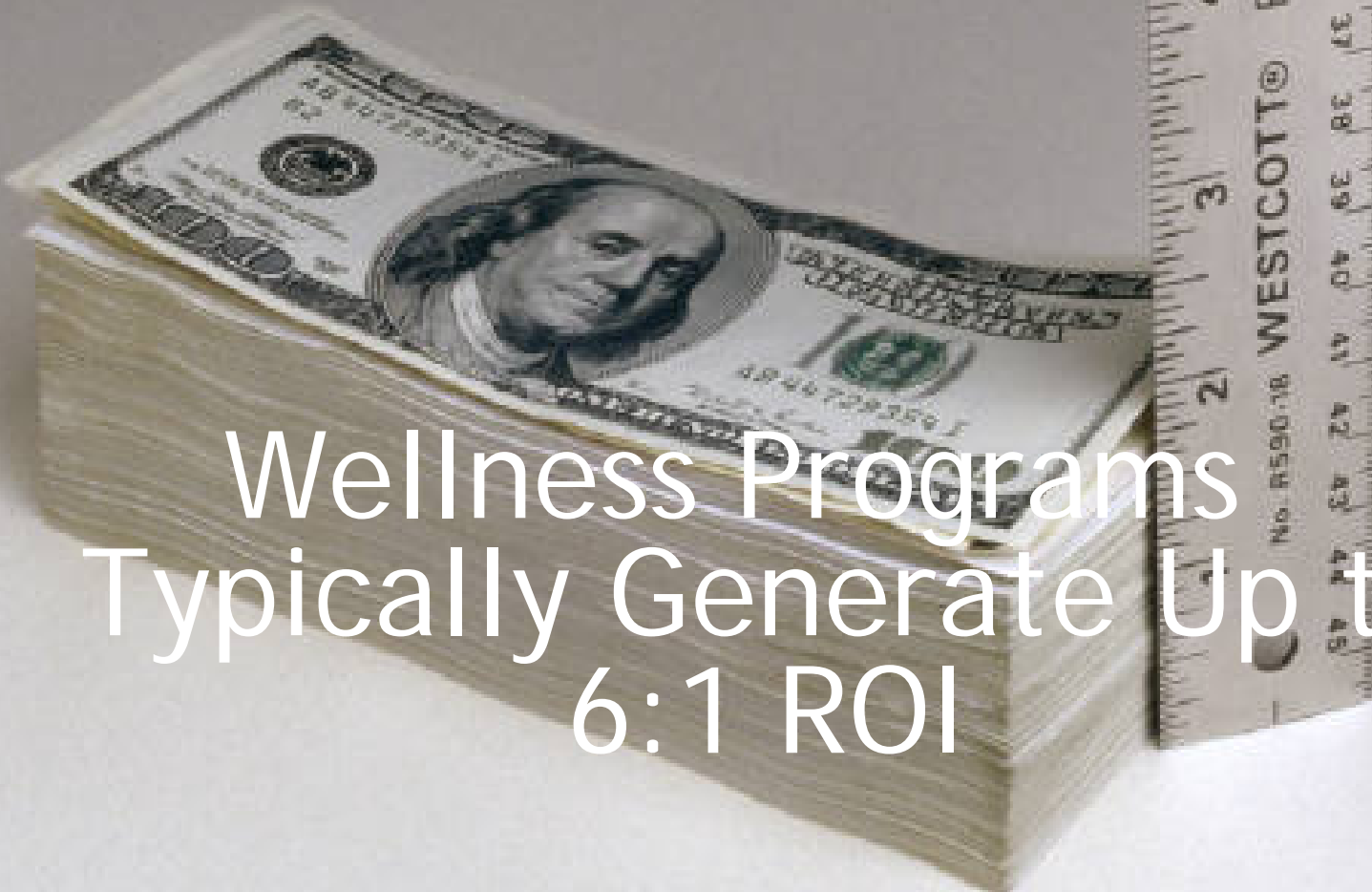
Did people learn?

Do they use it?

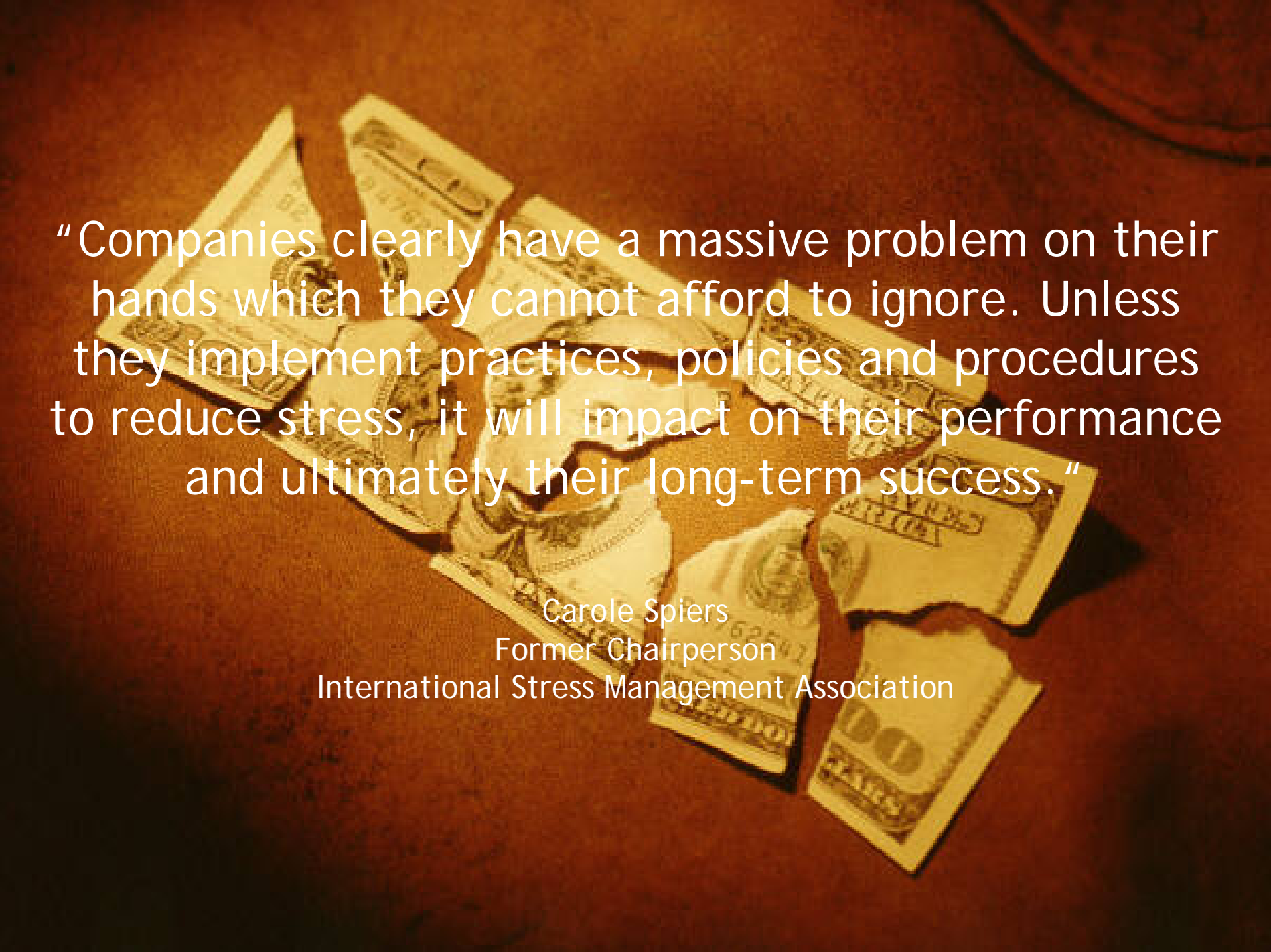
How do we
know?

What are the
measurable
results?

Return on Investment

A stack of US one hundred dollar bills is shown next to a ruler. The ruler is marked in inches and centimeters, with the brand name 'WESTCOTT® FLEXIBLE ST...' visible. The stack of bills is thick, suggesting a large sum of money.

Wellness Programs
Typically Generate Up to
6:1 ROI



“Companies clearly have a massive problem on their hands which they cannot afford to ignore. Unless they implement practices, policies and procedures to reduce stress, it will impact on their performance and ultimately their long-term success.”

Carole Spiers
Former Chairperson
International Stress Management Association

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