



Well-being framework

When and why employee's well-being should be considered

#work-life balance
#development
#performance



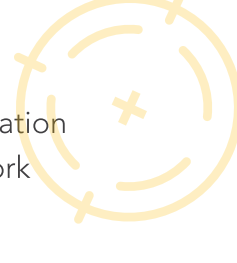
3WaySwitch

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Facts

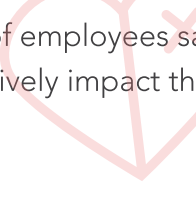
91%

91% of employees say that having an unmanageable amount of stress or frustration negatively impacts the quality of their work



83%

83% of employees say burnout from work can negatively impact their personal relationships



33%

One-third of employees do not feel comfortable taking vacation time



70%



Nearly 70% of professionals feel their employers are not doing enough to prevent or alleviate burnout within their organization

Who are the most affected?

- **Employees between 35 and 49 age group:** 42% of them have difficulties in fulfilling family responsibilities because of time spent at work
- **Young Women:** 33% of young women claim they are too tired from work to do household jobs at least several times a month. The percentage has **increased by 15%** compared to 2007
- **Millenials**

What about millenials?



75%

Millenials are going to be 75% of the world's workforce by 2025. Work-life balance is a priority for them and they are prepared to demand it

I have experienced Burn Out in my current job

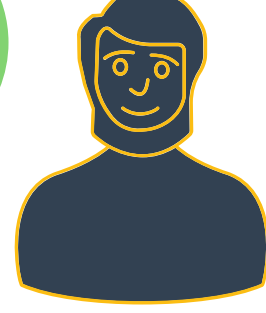
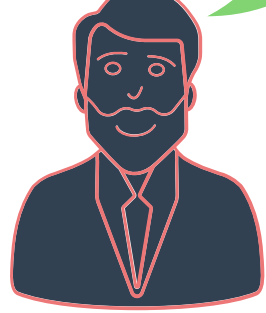
77%

84%

I left my job specifically because I felt burned out

50%

42%



Employees of all ages

Millennial Employees

20%

I'm planning to leave my current organization because of a lack of flexibility and poor work-life balance

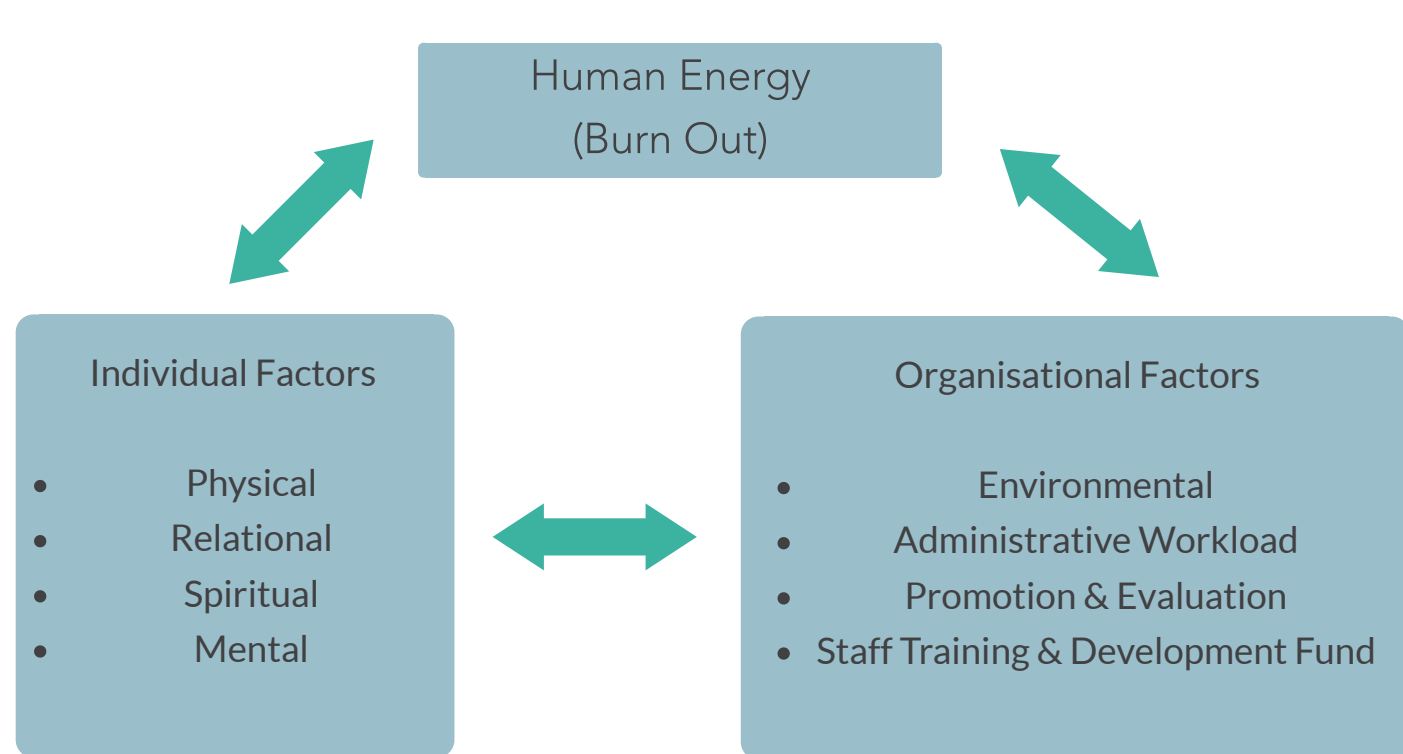
What is Work-Life Balance?

Role engagement in work and nonwork life with the minimal conflict between work and nonwork roles

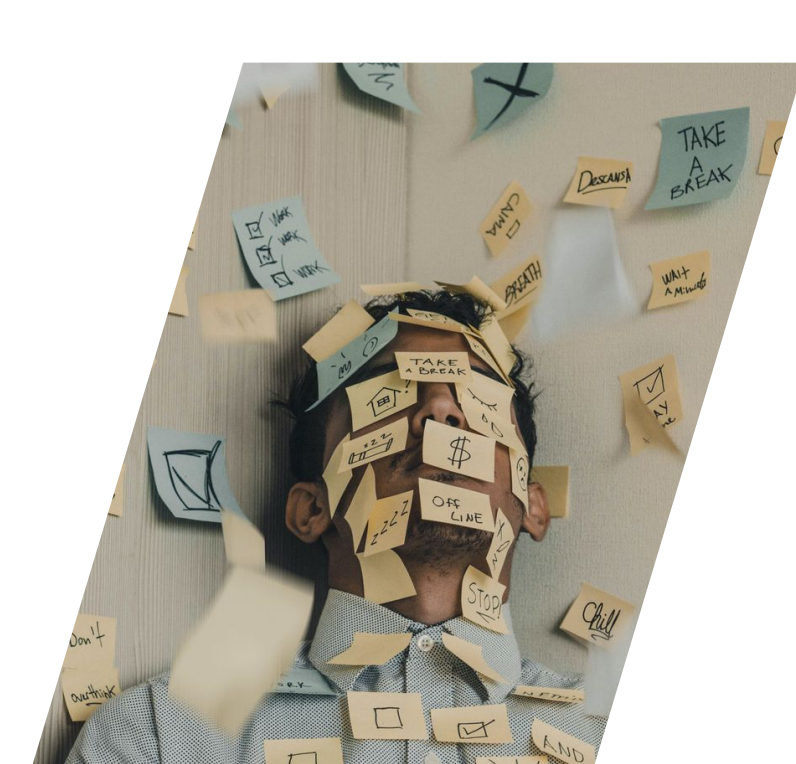


Necessary to avoid Burn Out

Factors leading to Burn Out



Signs an SME should improve the work-life balance of employees



- Decrease in productivity
- High levels of staff turnover
- Employees doing a lot of overtime
- High levels of employee stress
- High rates of absenteeism or staff sickness
- Employees taking a lot of time off to deal with 'emergencies' involving children or other dependents

What does an employee gain from work-life balance improvements?

At work



- High job satisfaction
- High organizational commitment
- Low intention to turnover
- Low absenteeism
- High job performance
- High career satisfaction

Outside of the workplace



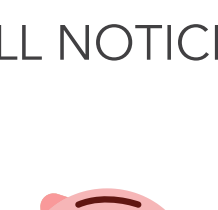
- High life satisfaction
- High family satisfaction
- High leisure satisfaction
- Low emotional exhaustion
- Low psychological distress
- Low anxiety
- Low irritability
- Low hostility
- Low illness symptoms
- Low substance abuse

AS THE EMPLOYEES IMPROVE THEIR CONDITION, THE SMEs WILL NOTICE

- High Job performance
- Effective recruitment
- High Organizational commitment
- High Career development and success

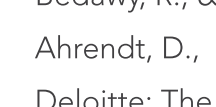


- Cost savings
- Low Turnover
- Low Absenteeism



Sources

Bedawy, R., & Ahmed, A. (2015): [Managing Human Energy at the Workplace](#)
 Ahrendt, D., et al. (2018): [European Quality of Life Survey 2016](#)
 Deloitte: [The well-being, pulse survey 2015](#)
 Deloitte: [Burnout survey 2018](#)
 Kuron, L. K., Lyons, S. T., Schweitzer, L., & Ng, E. S. (2015): [Millennials' work values](#)



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For more information about this project please see:

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