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INNOVATIONReview

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September 13-14, 2023

Polling Question

What is your current role within your organization?



Wellbeing in the Workplace

September 13, 2023

11:20am – 12:35pm



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Wellbeing in the Workplace

- ❖ Contributes to the overall health, vitality, and long-term success of an organization
- ❖ Increases productivity
- ❖ Increases employee satisfaction and engagement

Agenda

- ❖ Agreements & Introductions
- ❖ Barriers to Wellness & Wellbeing in the Nonprofit Sector
- ❖ The Role & Impact of Nonprofit Leaders on Staff Wellbeing
- ❖ Strategies to Build a Culture of Resilience and Wellness
- ❖ Reflections & Closing

Wellbeing in the Workplace: Polling Question

What is your current role within your organization?



Agreements

- ❖ Bring Your Whole Self
- ❖ Create a Brave Space
- ❖ Mutual Learning
- ❖ Listen to Understand
- ❖ Confidentiality

Wellness

“Wellness [is] the presence of a positive purpose in life, satisfying work and play, joyful relationships, a healthy body and living environment, and happiness.”

- Substance Abuse and Mental Health Services Administration

Wellbeing

“Well-being is a positive outcome that ... tells us that people perceive that their lives are going well.”

- Center for Disease Control and Prevention

Resilience

“Resilience is the process and outcome of successfully adapting to difficult or challenging life experiences, especially through mental, emotional, and behavioral flexibility and adjustment to external and internal demands.”

- American Psychological Association

Burnout

“Burnout is an occupational phenomenon conceptualized as resulting from chronic workplace stress that has not been successfully managed.”

- The World Health Organization

The Three Dimensions of Burnout



Eight Dimensions of Wellness



Wellness Check

Take 2 minutes to share with a partner or in the chat which dimension of wellness resonates with you in this moment and why.

Polling Question

How well is your organization addressing staff wellness?



Polling Question

What are the biggest barriers your organization faces when it comes to addressing staff wellness?



Nonprofit Sector Data

- ❖ *Annual Sector Snapshot*, Center for Nonprofit Management (2022)
- ❖ *The Equitable Nonprofit Workplace Report*, Center for Nonprofit Management & Envision Consulting (2022)
- ❖ *Global Leadership Forecast*, Development Dimensions International (2021)
- ❖ *Mental Health at Work: Managers and Money*, The Workforce Institute at UKG (2022)
- ❖ Strategic Plans, Organizational Assessments, Environmental Scans, Landscape Analyses, Community Needs Assessments

More Demand for Services and Programs

- ❖ 84% of nonprofits predicted a growing need for their services and programs
 - ❖ 54% Moderate Increase
 - ❖ 30% Severe Increase

"For decades, the nonprofit industry has been held to unrealistic expectations and outdated metrics that keep organizations from growing. The most insidious? Nonprofits should be able to do more on less."

Sherry Quam Taylor
Givebutter Expert

Top 3 Challenges

- ❖ Staffing
- ❖ Funding to Cover Costs
- ❖ “Post” Pandemic Adaptation

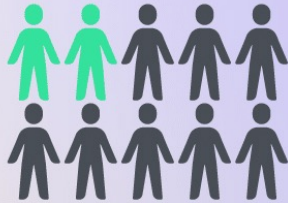


Nonprofit Burnout

Burnout is affecting more than half of all nonprofit employees



30% of nonprofit employees are burnt out



2 out of every 10 nonprofit employees are at risk of burning out

Nonprofit Burnout

Burnout is hitting Executive Directors the hardest

Nonprofit leaders planning to leave their position in the next 15 years  **75%**

Nonprofit leaders report feeling "used up" at the end of the work day  **60%**

Sources:
Building Movement: The Leadership in Leaving, 2013
DDI World: Global Leadership Forecast, 2021
Opportunity Knocks: Engaging the Nonprofit Workforce: Mission, Management, and Emotion, 2011



1 in 5 C-level leaders admit they're "often" or "always" feeling **CYNICAL, IRRITABLE, and BURNED OUT** at work*

*20%, 19%, and 19%, respectively

"I don't want to work anymore"



33% of C-level leaders

Nonprofit Leaders' Impact on Staff Wellness

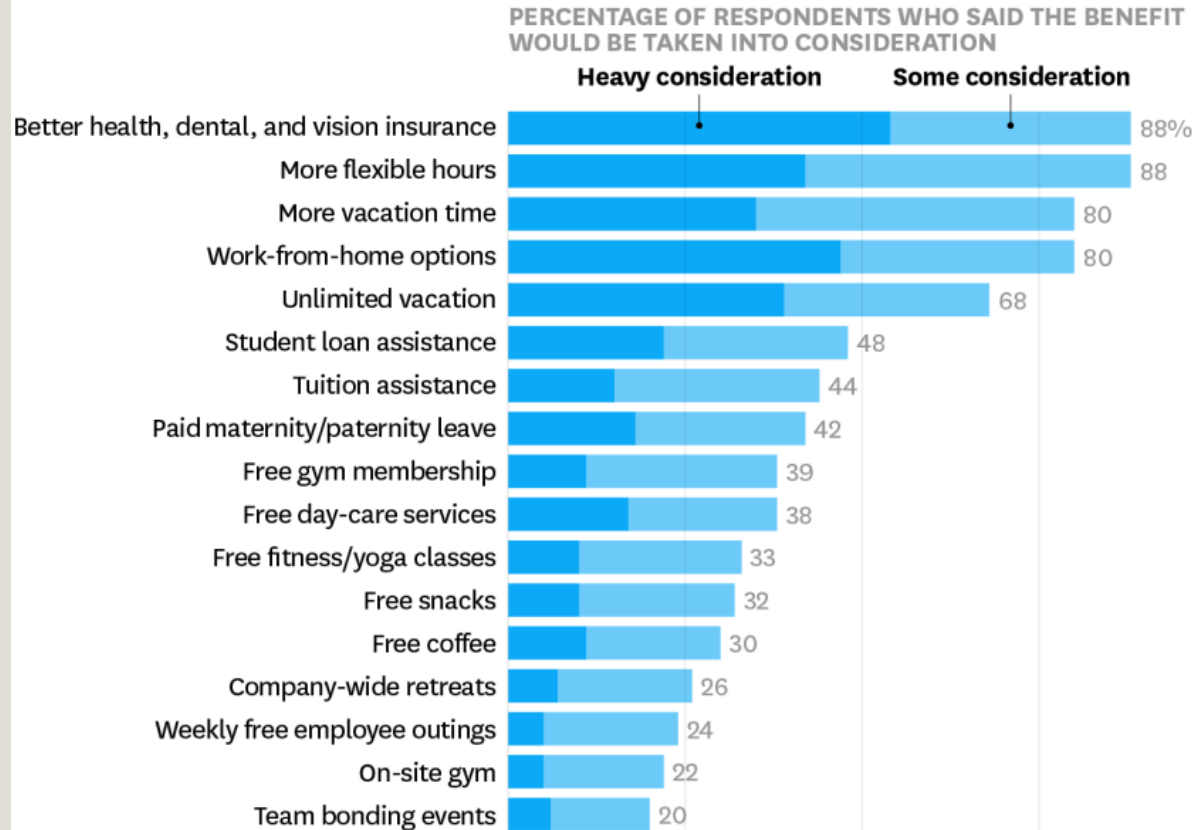
- ❖ 60% of employees worldwide say their job is the biggest factor influencing their mental health.
- ❖ Managers have just as much of an impact on people's mental health as their spouse (both 69%) — and even more of an impact than their doctor (51%) or therapist (41%).

Nonprofit Leaders' Impact on Staff Wellness

- ❖ 81% of employees worldwide would prioritize good mental health over a high-paying job
- ❖ 64% admit they would take a pay cut for a job that better supports their mental wellness.

Which Benefits Are Most Valued by Job Seekers?

When choosing between a high-paying job and a lower-paying one with better benefits, respondents said health insurance and flexible hours might tip them toward the latter.



“There’s no greater gift than time.”

- Doreen Anthony, the VP of HR at Concord Health

“Perhaps the most direct way we can support employees is to allow them the time they need to attend to their life challenges.”

- Scott Behson, Management Professor, Author, Speaker, Consultant

Areas of Considerations for Nonprofit Leaders

- ❖ Hiring & Pay Equity
- ❖ Organizational Culture
- ❖ Communications
- ❖ Partnerships
- ❖ Operations

Strategies to Cultivate Wellness for Our Teams

- ❖ Model and lead by example
- ❖ Practice empathy and compassion
- ❖ Be present and accessible
- ❖ Familiarize yourself with HR benefit programs
- ❖ Invest in others
- ❖ Promote autonomy

Keeping Your Team Motivated

- ❖ Create a sense of belonging
- ❖ Enable teamwork and collaboration
- ❖ Train and develop skills and provide exposure from a project's beginning to end
- ❖ Recognize and reward good work through regular feedback
- ❖ Show employees their work is meaningful
- ❖ Give employees the freedom and authority to make decisions

Discussion Question

In pairs or in the chat, share 1-2 strategies that your organization employs to cultivate wellness

OR 1-2 strategies that you, as a team leader, employ to cultivate wellness with your team.

- ❖ What has its impact been on your team?
- ❖ Were there any challenges to implementing the strategy?

Reflections

Share with a partner or write in the chat one key takeaway or one action you will take as a result of this session.



Thank You!

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