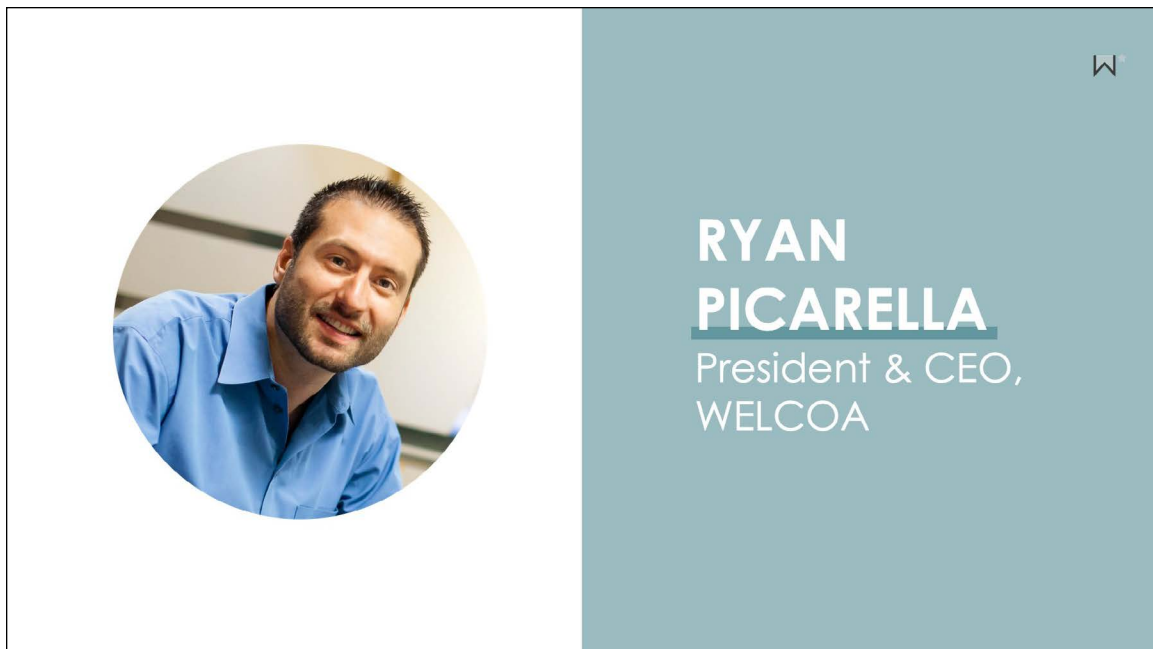


# PPN Webinar: Stress at Any Age is Still Stress: But Does It Differ by Generation?

Dr. David C. Batman • Scientific Advisory Board Member, Virgin Pulse



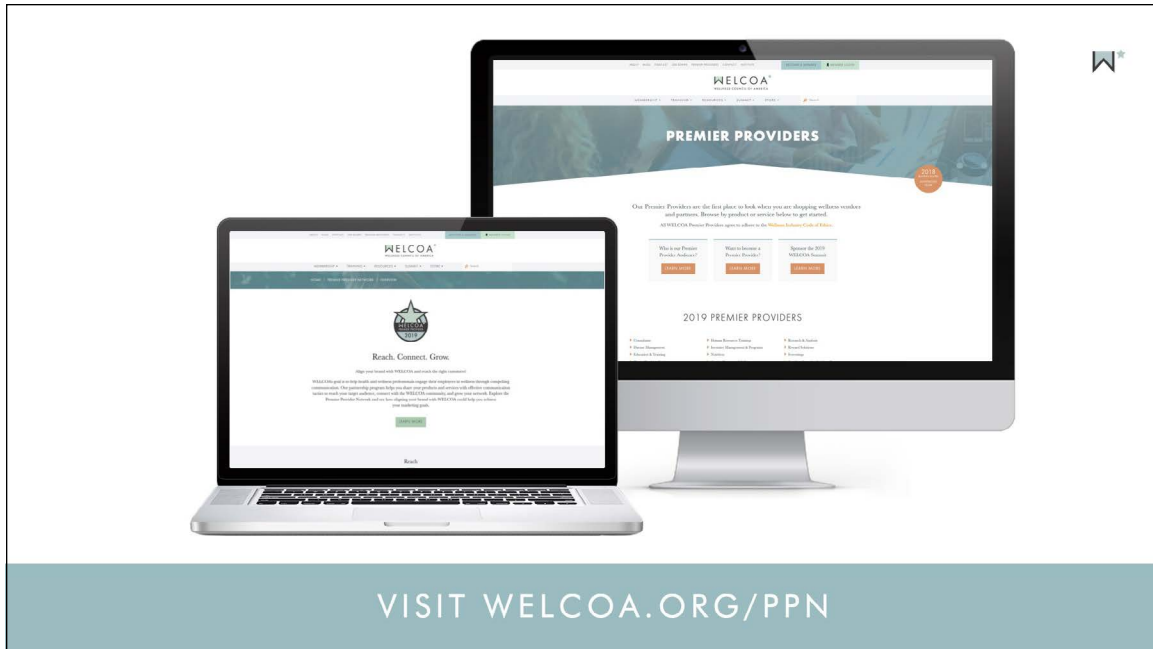
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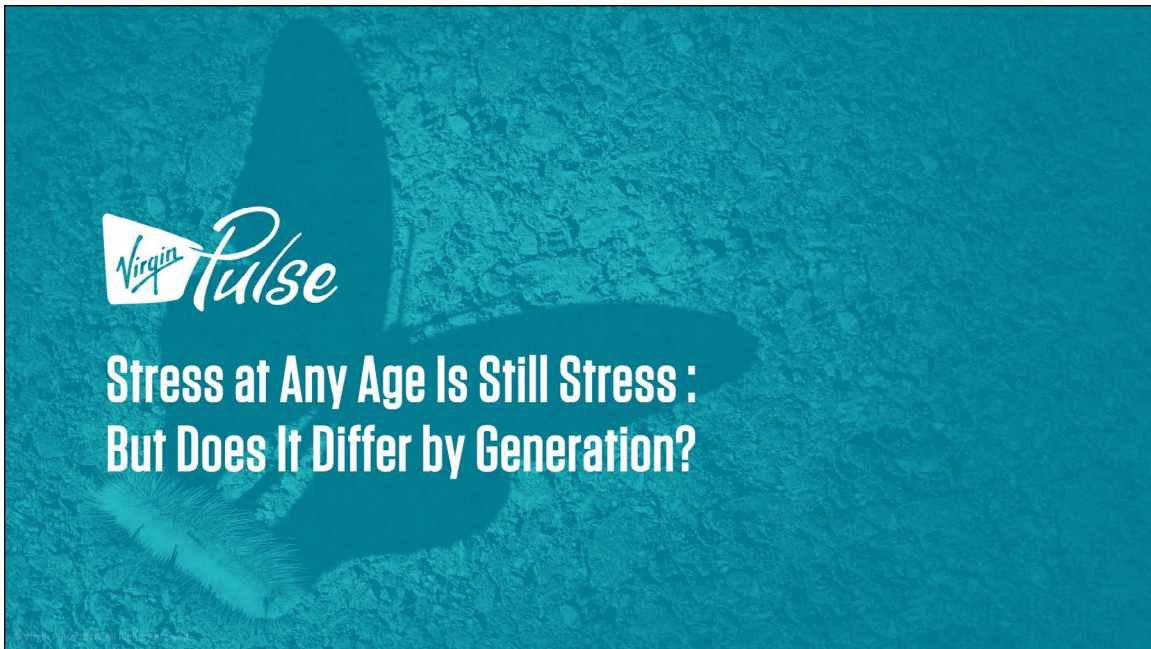
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## DR. DAVID C. BATMAN

MSc. MB.ChB. FFOM  
Scientific Advisory Board Member  
Virgin Pulse

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## DR DAVID C BATMAN

**MSc. MB.ChB. FFOM**  
**Scientific Advisory Board Member**  
**Virgin Pulse**

Consultant Occupational Health Physician 30 years  
Head of Occ, Health, Safety and Employee Wellbeing  
Nestle UK and Ireland 20 years  
Family Physician 11 years  
Runs 2 clinics per week for employee consultations



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## AGENDA

- Major risks to employee and business health?
- Risk Assessment and mental health
- Reviewing potential causes of 'stress' across the generations
- Business needs and actions

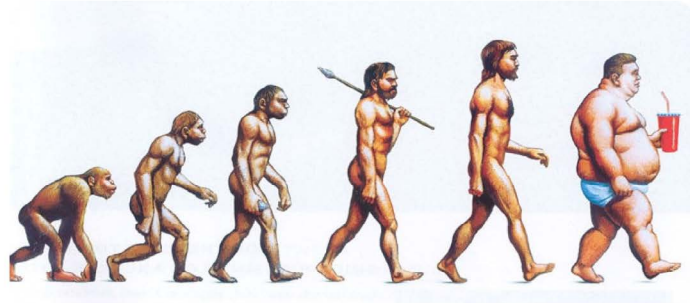


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## FORTHCOMING THREATS TO HEALTH (& safety)



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## WHY ARE WE TALKING ABOUT MENTAL HEALTH?

Common issues include:

- Lack of real understanding of mental health and mental illness
- Associated stigma and people suffer in silence
- Separation of physical and mental health programs
- Time from onset to diagnosis can be months/years
- Increase in stress caused by issues arising from work and home
- Failure to identify and support self and others
- Massive rise in prescription of anti depressant medication
- Increase in numbers with dementia



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## WHY ARE WE TALKING ABOUT MENTAL HEALTH?



### In the United States of America

- 1 in 4 citizens experiences a mental health problem in any 1 year (circa 61.5mil)
- Major illnesses requiring therapy – depression, anxiety, schizophrenia, bipolar disorder, PTSD
- 9.2 mil citizens have co-occurring mental health and addiction disorders
- Serious mental illness costs USA \$193 billion in lost earnings per year
- Depression third most common cause of hospital admission
- 4.5 mil citizens have Alzheimer's dementia (just 1 form of dementia)
- Major increases in cases of stress (mixed anxiety and depression)



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## Health and Safety at Work: Who's Responsible?

- The Health and Safety at Work Act 1974 (HSWA) places accountability for health and safety with **employers**, the self-employed, manufacturers, premises owners and **employees**.
- The HSE outline specific measures for both employers and employees.

### Employers must:

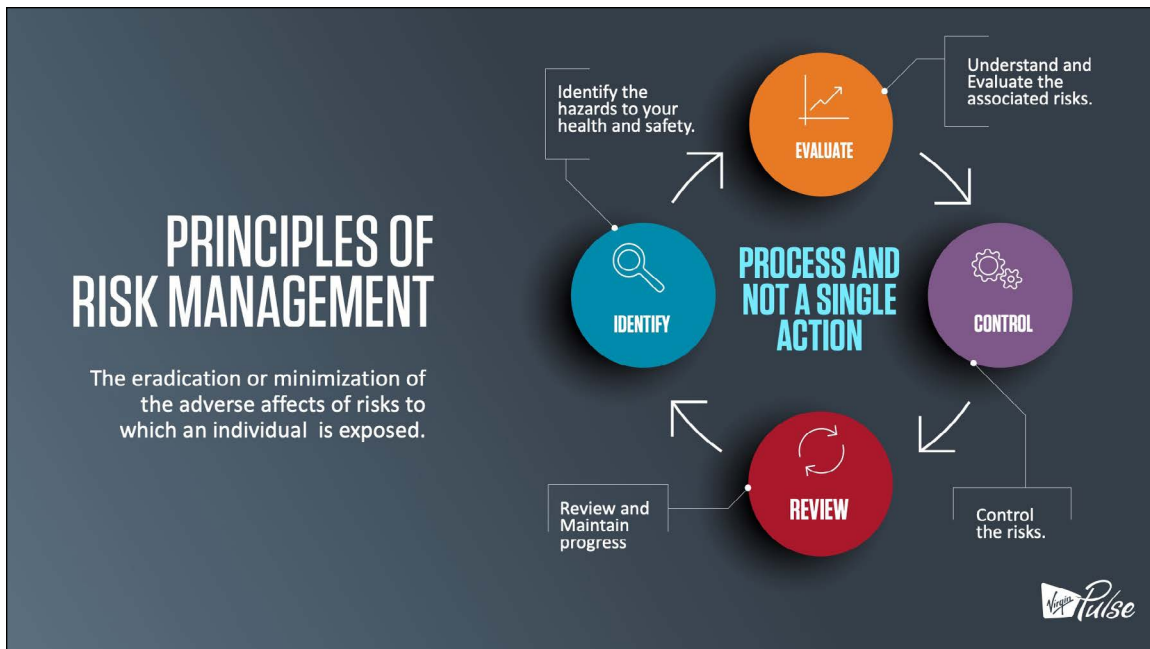
- Carry out **risk assessments** regularly to determine potential risk and implement necessary precautions.
- Provide free **training** where necessary.

### Employees must:

- Take care of their own and others' **health** and safety.



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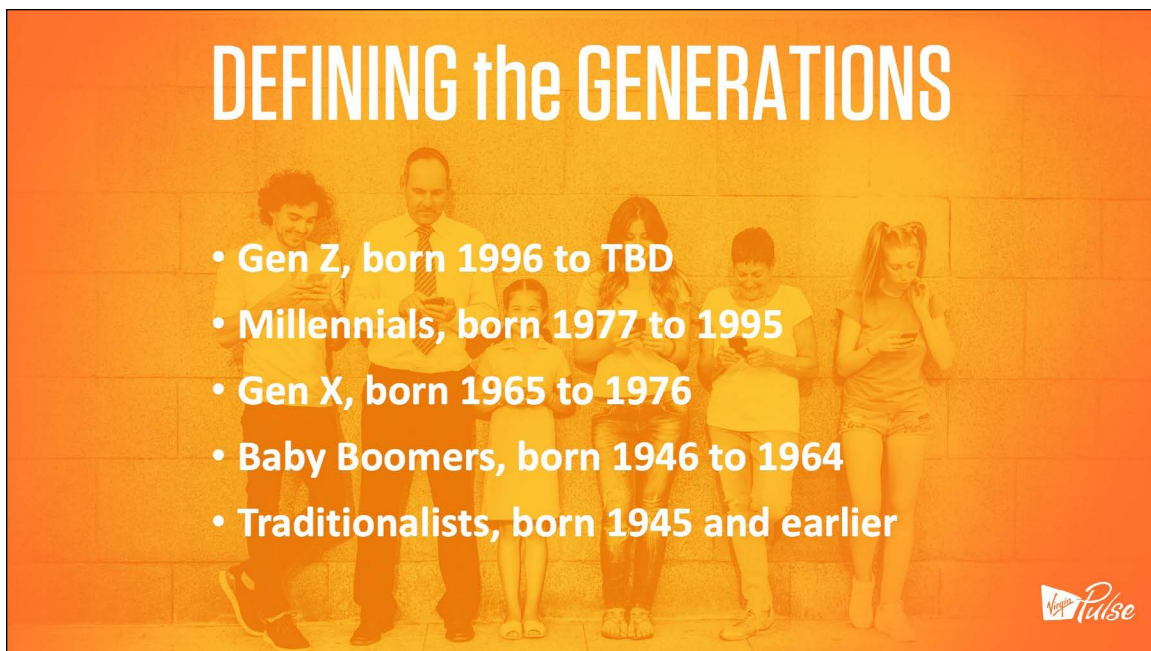
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## DEFINING THE GENERATIONS

<ul style="list-style-type: none"> <li>• Hardworking and motivated by position, perks, and prestige.</li> <li>• Workaholics</li> <li>• Define themselves by their professional accomplishments</li> <li>• Confident, independent and self-reliant</li> <li>• Goal orientated and competitive</li> </ul> <p style="text-align: center; font-weight: bold; color: white;">BABY BOOMERS</p> <p style="text-align: center; font-weight: bold; color: white;">POTENTIAL CAUSES OF STRESS</p> <ul style="list-style-type: none"> <li>- Financial worries</li> <li>- Longer working years</li> <li>- Onset of chronic ill health</li> <li>- Technology advances</li> <li>- Elderly care</li> </ul>	<ul style="list-style-type: none"> <li>• Sceptical of authority</li> <li>• Tend to not respect hierarchy, status or title.</li> <li>• Seek work-life balance. Prefer an informal, fun workplace.</li> <li>• Focus on self-reliance, individual projects and minimal supervision.</li> </ul> <p style="text-align: center; font-weight: bold; color: white;">GEN X</p> <p style="text-align: center; font-weight: bold; color: white;">POTENTIAL CAUSES OF STRESS</p> <ul style="list-style-type: none"> <li>- Cost of housing</li> <li>- Career versus starting family</li> <li>- Work-life balance</li> <li>- Lack of career progression</li> <li>- Career changes</li> <li>- Use of alcohol to cope</li> </ul>	<ul style="list-style-type: none"> <li>• Use of technology and social media</li> <li>• Flexible schedules</li> <li>• Trade income for time</li> <li>• Confident, ambitious, Achievement-oriented.</li> <li>• High expectations of their employers,</li> <li>• Seek new challenges at work, Question authority.</li> <li>• Job hopping</li> </ul> <p style="text-align: center; font-weight: bold;">MILLENNIALS</p> <p style="text-align: center; font-weight: bold;">POTENTIAL CAUSES OF STRESS</p> <ul style="list-style-type: none"> <li>- GENERATION STRESS</li> <li>- Finance</li> <li>- Health awareness and concerns</li> <li>- Social contacts</li> <li>- Housing</li> </ul>	<ul style="list-style-type: none"> <li>• Digital natives</li> <li>• Their World has never felt safe</li> <li>• Inherent distrust of authority</li> <li>• Environmentally aware</li> <li>• Health conscious</li> <li>• Challenge the norm</li> <li>• Entrepreneurial and worried about their future prospects</li> </ul> <p style="text-align: center; font-weight: bold;">GEN Z</p> <p style="text-align: center; font-weight: bold;">POTENTIAL CAUSES OF STRESS</p> <ul style="list-style-type: none"> <li>- News casts</li> <li>- Social media</li> <li>- Cyber bullying</li> <li>- Future careers</li> <li>- Family breakdown</li> <li>- Parental health</li> </ul>
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## REALITY CHECK!

Distinction between 'pressure', 'stress' & 'mental health problems'


Causes can be many and variable


Risk assessment and HSE Standards are a requirement

Everyone feels under pressure sometimes but not everyone suffers the adverse effects of stress or a mental health problem

One persons 'spur to action' is another's nightmare & cause of 'melt down'

Ability to work under pressure varies according to what is happening in rest of one's life

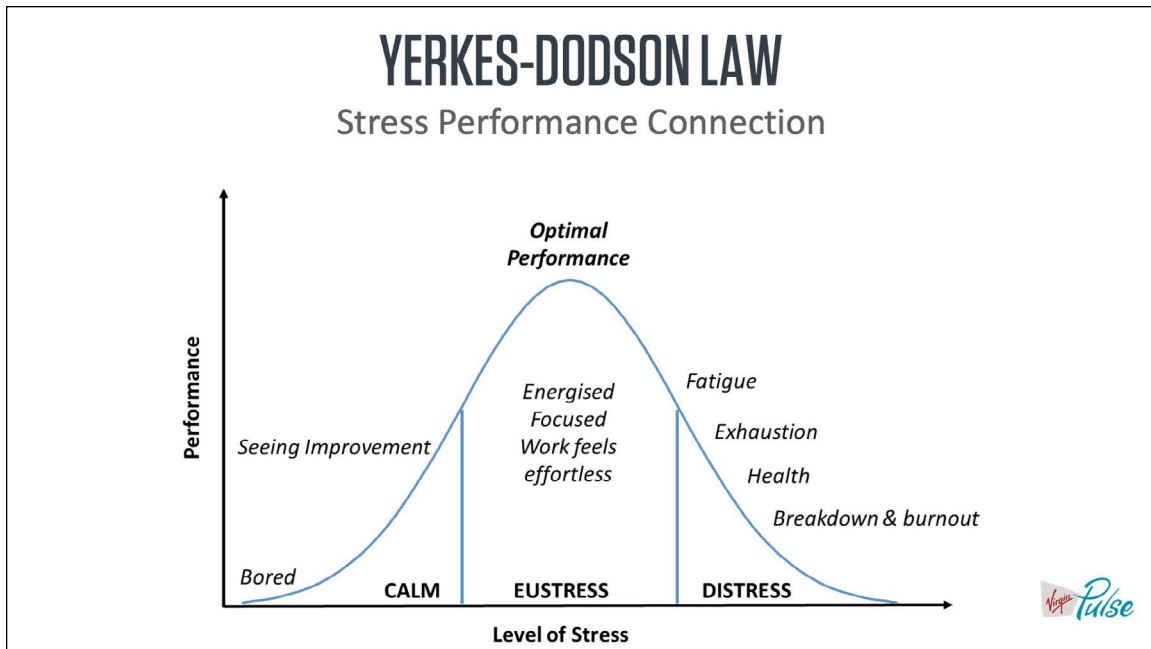




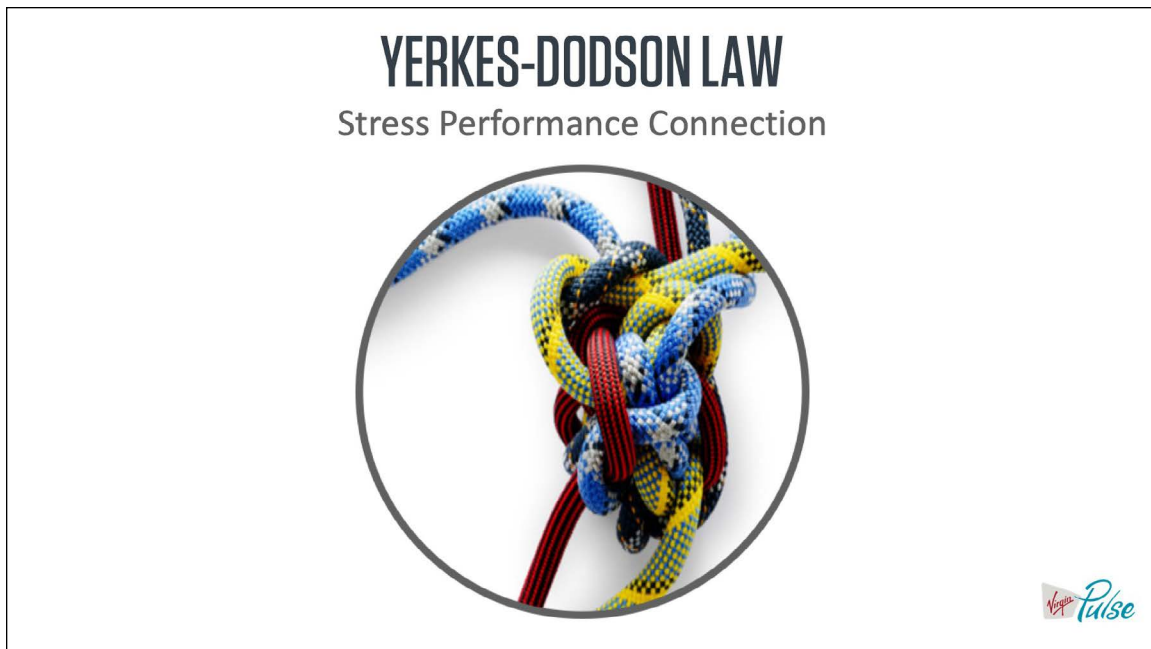
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## YERKES-DODSON LAW

Stress Performance Connection



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## BUILD EMPLOYEE MENTAL RESILIENCE

In a rapidly changing world with increasing levels of uncertainty, we need to learn to not only survive, but thrive in this environment



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## Best Business Practice

- Accept mental health is vital for employee and business performance
- Develop a holistic employee wellbeing cultural program
- Awareness and risk assessment when managing business / change
- Leadership must come from the 'C' Suite
- Be open and honest with conversations at all levels
- Talk about HEALTH
- Recognize need for education, understanding, proactivity
- Train line managers re identification and support
- **RECOGNIZE EVERYONE IS VULNERABLE AND DEVELOP RESILIENCE**



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## THANK YOU



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