



Emotional wellbeing: a prerequisite for innovation

The future depends on what you do today...

2023/10/23

The numbers

Qualtrics study – 2020

- 42% of people reported a decline in mental health since COVID-19 pandemic

Forbes – July 2022

- 63% of employees experience burnout
- 67% of women; 59% of men

Deloitte & Workplace Intelligence – 2022

- 43% of workers always/often exhausted
- 42% stressed
- 35% overwhelmed
- 23% depressed



The numbers (cont.)

Forbes – October 2022

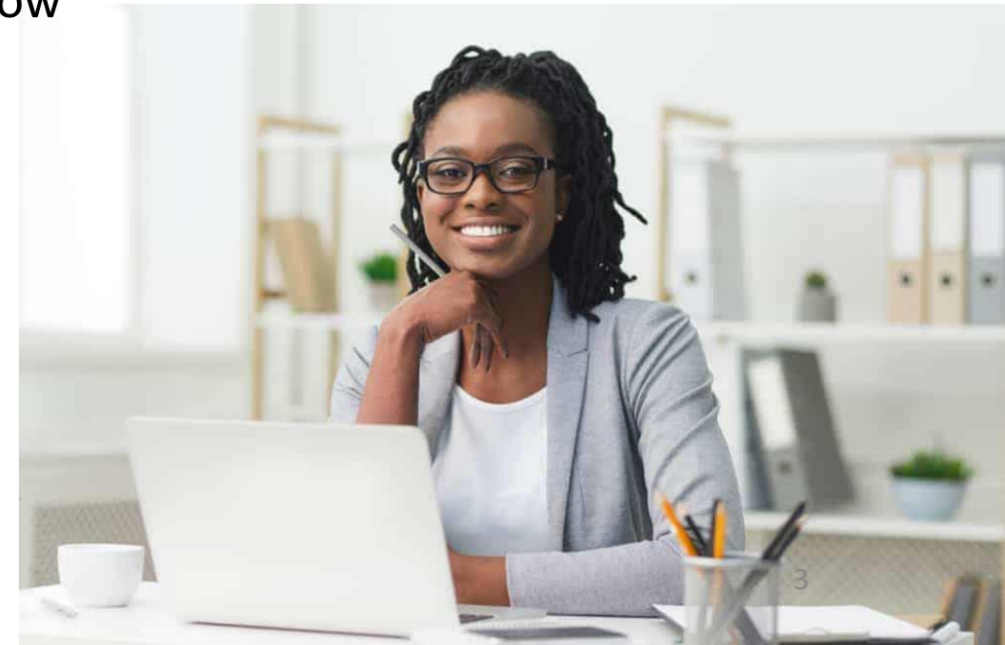
- 86% of employees treated for depression feel improvement in work performance, satisfaction, and creativity

Journal of Psychiatric Research – 2023

- Improved mental health allow businesses to grow
- Reduction in absences of as much as 12 days

Ongoing research

- Staff turnover reduced by 20%



The link

Consequences of depression/very high stress/poor mental health

- Excessive use of substances
- Physical and mental overwhelm and fatigue
- Moodiness and irritability
- Inability to make decisions
- Loss of motivation
- Lack of creativity and innovation
- Withdrawing from support systems
- Hopelessness
- Sleeping disorders
- Suicidal thoughts



The link

Consequences of depression/very high stress/poor mental health

- Excessive use of substances
- **Physical and mental overwhelm and fatigue**
- Moodiness and irritability
- **Inability to make decisions**
- **Loss of motivation**
- **Lack of creativity and innovation**
- Withdrawing from support systems
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The link – impact on innovation



The link – impact on productivity



The solution



Myself

**The
team**

You can't pour
from an empty cup.



Taking care of ME

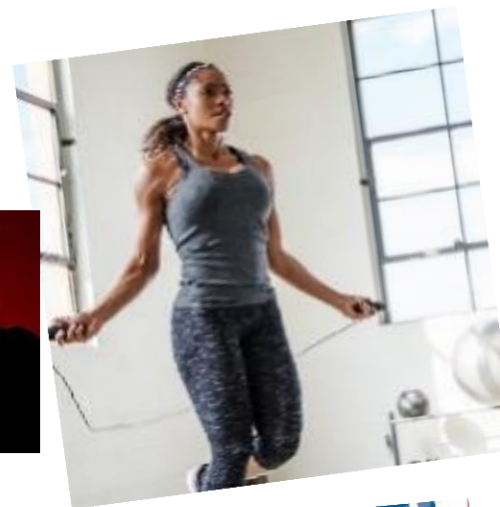
- Prioritise self-care
- Talk about it
- Support network
- Track stress levels
- Seek help
- Healthy habits



Taking care of ME



1111



Taking care of THE TEAM

- Lead by example
- Talk about and encourage it
- Working hours you don't see
- Vacation is not a nice to have
- Sleep is not a nice to have
- Acts of kindness
- Assessments
- Checking in and listen
- EQ training
- Flexibility
- Respect boundaries
- Have fun





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Why me:

- ❖ I am passionate, knowledgeable, observant and a clear communicator
- ❖ I understand the audit profession
- ❖ My programs are flexible and can be adjusted for your needs
- ❖ The programs have a clear start and finish (no long-term dependencies)
- ❖ My clients' EQ-levels increase between 20-45%
- ❖ My leadership programs have a success rate in excess of 95%
- ❖ My clients speak for me; visit my website to read some the testimonials I have received [<Testimonials>](#)