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22ND ISPI EMEA ANNUAL CONFERENCE

PERFORMANCE IMPROVEMENT IN TURBULENT AND
TRANSITIONARY TIMES

**Loneliness, Connectedness, and Mental Health Impacts
on Workers, Work, and Workplace Performance Session**

presented by

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Loneliness



Loneliness is a distressing psychological condition that stems from a person's inability to establish a social relationship with other people.

Source: Barreto et al., 2021; Deniz, 2019

Loneliness is a Worldwide Issue



According to Barreto et al. (2021) report, one of the most extensive studies on loneliness, its findings showed loneliness increased with individuality, decreased with age, and was more significant in males than females.

Source: Barreto et al., 2021



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Interactive Activity

How many of us have ever felt lonely at work?



Go to

www.menti.com

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5179 8800



Or use QR code

Don't worry; everything you do will be totally anonymous.

Negative impacts of loneliness at work



Loneliness at work leads to

- Lower job satisfaction
- Less productivity
- Lack of communication
- Mental health

What is connectedness at work?



Workplace connectedness is an emotional or social connection or a sense of belonging.

Source: Bai, 2021; Deniz, 2019

Connectedness Statistics in the Workplace



According to the Loneliness and the Workplace 2020 report and Statista (2021),

- 61% of Americans classify as lonely
- Compared to half of boomers (50%), over eight in ten Gen Zers (79%) and seven in ten millennials (71%) are lonely.



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Interactive Activity

Describe Connectedness in one Word.



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Benefits of connectedness in the workplace



- Increased job satisfaction.
- Improved mental health and well-being.
- Greater productivity and collaboration among coworkers.

Ways to increase connectedness at work



- Be available for team-building activities.
- Encourage social interactions
- Provide opportunities for collaboration.
- Foster a culture of inclusivity.

Source: Bai, 2021; Deniz, 2019

Why Is It Important to Promote Mental Health Conversations?



A listening culture can promote well-being by encouraging connection, relationships, and a sense of belonging.



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What are some Mental Health Indicators in one Word?



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When is a coworker dealing with mental illness? It can lead to



Mental Health
Anxiety

Mental Health
Stress

Mental Health
Isolation

How To Improve Mental Health In The Workplace



- Encourage open conversations.
- Hold regular mental health awareness programs.
- Ensure everyone receives assistance, support, and access to mental health professionals.
- Set boundaries for work, life, and balance.

A Call to Action



- Connecting workers can boost employee morale.
- Allow open door policy to discuss mental illness.
- Take action to connect with colleagues and build a supportive community.

Source: Cumpsty-Fowler & Teague, 2023; Deniz, 2019



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