Getting the Team back together

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WHY

- **The COVID-19 Pandemic**
- **Job Losses / Work From Home (WFH)**
- **Mandatory Vaccinations**
- **The Great Resignation**

THE GREAT EXHAUSTION

Young workers more tired than their parents

Younger employees find a day's work more exhausting than their parents' generation, according to a UK survey.

Researchers found 46 per cent of Generation Z workers — staff aged between 18 and 25 — feel "fatigued" after a day at the office, factory or shop floor.

They complained their workload, combined with the stress of holding down a job and the high expectations of their bosses, left them feeling drained.

Millennials — those aged between 26 and 41 — echoed those complaints with 40 per cent reporting to feel exhausted by the end of the working day.

But just 19 per cent of workers old enough to be their parents — the so-called baby boomer generation of 58 to 76-year-olds — said a day's work left them shattered and only 27 per cent of workers in the Generation X age group, from 42 to 57, said likewise. To compound their troubles, both Generation Z and millennial workers reported suffering feelings of helplessness and loneliness brought on by the pressures of work. For Generation Z, 61 per cent said they were so fearful of "burnout" — mental and physical exhaustion caused by long-term job stress — that it had compromised their aspirations.

The study was conducted by the British Polling Council on behalf of advisory firm Trachet.

LIFE ONLINE

WHY

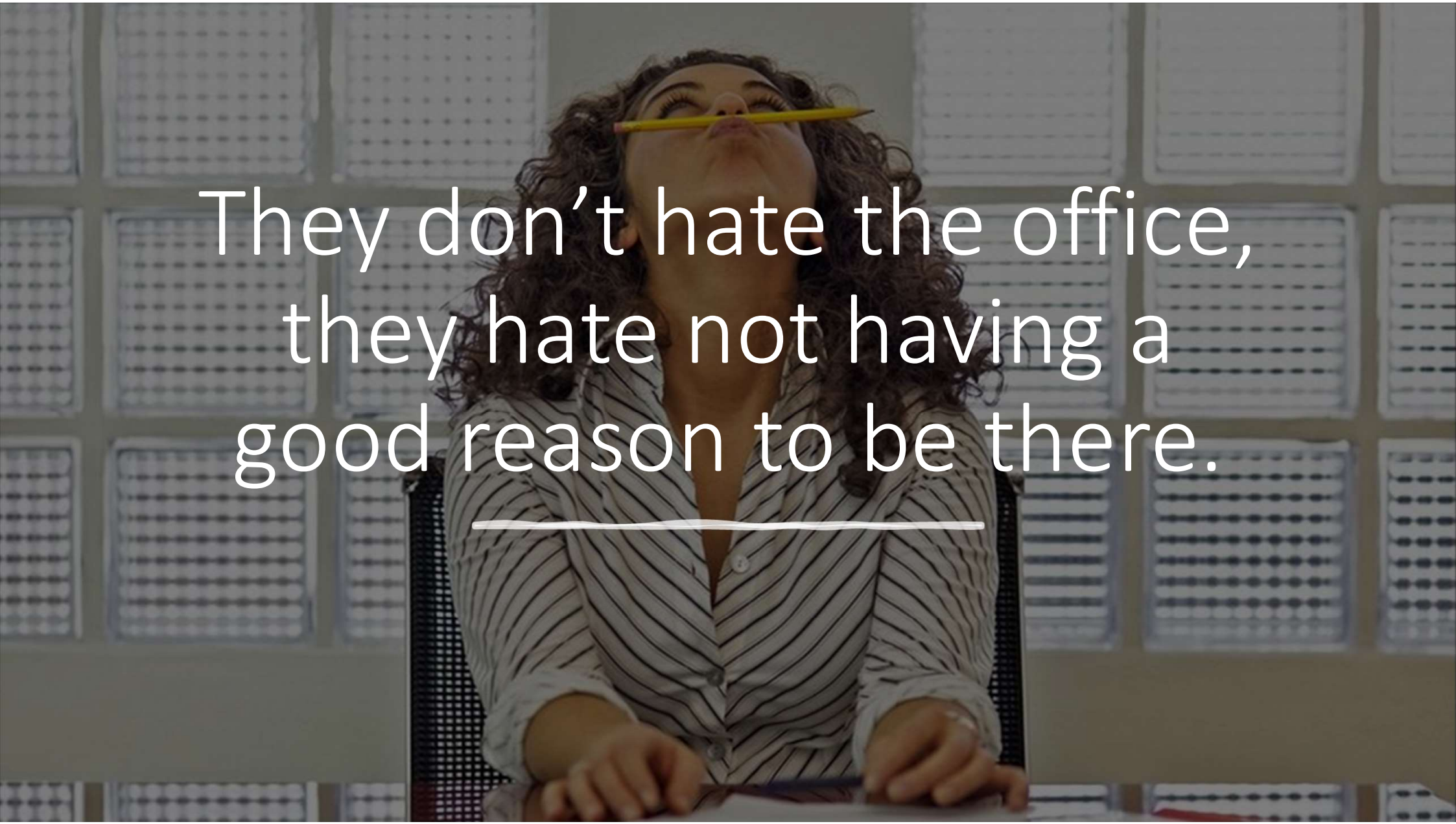
“Everyone at Tesla is required to spend a minimum of 40 hours in the office per week.

It must be where your actual colleagues are located, not some remote pseudo office.

If you don’t show up, we will assume you have resigned.

The more senior you are, the more visible must be your presence.”

Two types of workers.


They don’t hate the office,
they hate not having a
good reason to be there.

Expectations and Communication

Culture

How things are done around here

OR

What people do when nobody's watching

- Relationships with management.
- Their colleagues.
- The work they are performing and the value that has.

- Consider each job and not a firm wide approach
- Build shared values
- Increased visibility across projects
- Distribute responsibility where appropriate
- Invest in diversity, inclusion, and belonging programs
- Build great hiring and onboarding processes
- Review your communication