

Humanizing the Workplace

BBSI



What Can a De-Humanized Workplace Look Like?



- Closely tracked productivity monitored through technology
- Non communicative management (except when things go wrong)
- Flawed assumptions about what motivates employees
- Narrow thinking through a hierarchical mindset (us versus them)
- Promoting managers with low EI, not addressing the interpersonal problems
- Continuous churn
- Lack of clarity, settling on reacting to the moment

What is the biggest reason employees leave your company?

- Pay. **#1**
- Feeling disrespected at work. **#3**
- Lack of flexibility with hours. **#5**
- Benefits. **#6**
- Lack of Career Growth. **#2**
- Child Care. **#4**
- Wanting to relocate. **#7**
- Working too many hours. **#8**



New Buzz: The Quiet Resignation

- “Quiet Quitters” make up at least 50% of the workforce.
- 2nd quarter 2022:
- 32% of workers engaged
- Actively disengaged 18%
- Employees below age 35
- Very dissatisfied
- Don’t feel cared about



Source: Gallup Workplace, September 2022

On a Personal Level...

Living in This World of Perpetual Stress

Do you:

- Feel responsible for others' well being? Are you advocating for others?
- Listen with empathy?
- Feel respected and admired by others?

BEWARE! You could be a Toxic Handler.

Transfer of stress is relentless.

Others' toxic situations could be absorbed by you.

You could become physically ill and burned out.



PROACTIVE!
BRI



1. Re-engage the Workers.



- Check with your managers. Are they engaged?
- Managers should learn how to have these conversations with workers.
 - What are the employees' pain points?
- Regular 1-1s with employees for 15 – 30 minutes
 - At least weekly check ins
- Accountability for individual/ team performance

Source: Gallup Workplace, September 2022



2. Keep Workers Happy

- Communicate with Active Listening.
- Lead with Empathy.
- Offer Flexibility.
- Cultivate Culture and Engagement.

Source: The Great Resignation: How to Keep Employees Happy and Prevent Burnout, by Amy Vetter (September 2021)

3. Create a Compensation Plan.



[Easily apply](#)

- For over 25 years, Polhemus Savery DaSilva (PSD) has collaborated with individuals, families, and institutions to design and build exceptional custom homes and...

Posted 20 days ago

Project Architect
EVstudio
Denver, CO 80212 (Regis area) +1 location

\$80,000 - \$110,000 a year **Full-time** **Monday to Friday**

[Easily apply](#) **Urgently hiring**

- Enjoys both highly inclusive, collaborative teamwork and high levels of independence.
- Has working knowledge of building codes.

Posted 1 day ago

Lead Architect
ADU4U Limited
Remote in Denver, CO

\$50,000 - \$100,000 a year **Full-time** **Monday to Friday** +1

[Easily apply](#) **Urgently hiring** **Hiring multiple candidates**

- ADU4U is searching for talented, creative, and productive, licensed **Architects** and unlicensed **architects** with 2-10 years of experience in residential design.

Active 2 days ago

Architect - Aviation Market
Gresham Smith 3.9 ★
Denver, CO 80202 (Lodo area) +5 locations

\$77,000 - \$100,000 a year **Full-time**

Lead Architect
ADU4U Limited
Denver, CO • Remote
\$50,000 - \$100,000 a year - Full-time

[Apply now](#)

Job details

No matching [job preferences](#)

Salary
\$50,000 - \$100,000 a year

Job Type
Full-time **Remote**

Shift & Schedule
Self-determined schedule **Monday to Friday**

Qualifications

- Revit: 2 years (Required)
- residential architecture: 2 years (Required)
- Sketchup: 2 years (Preferred)
- residential construction: 2 years (Preferred)
- Colorado architect license (Preferred)

Benefits

Pulled from the full job description

Flexible schedule **Paid time off**

4. Don't accept dysfunction in your culture.



- A Toxic Culture is...
- The strongest predictor of attrition & 10 times more important than compensation.
- Unstable.
- Going to show a lack of desire among leaders for employees' career prospects.
- Failing to recognize performance.
- Weak leadership.

Source: *Toxic Culture is Driving the Great Resignation*, by Donald Sull, Charles Sull, and Ben Zweig (2022)

5. What can you do to change the mindsets?



Short term:

- Provide opportunities for lateral job moves.
- Sponsor corporate social events.
- Offer remote work options if it's feasible.
- Make schedules more predictable for front-line employees.
- Help employees who feel burned out.


Source: Toxic Culture is Driving the Great Resignation, by Donald Sull, Charles Sull, and Ben Zweig (2022)

6. Long Term Cultural Imperatives



- Address Training
- Keep workloads reasonable
- Supervisors show respect
- Support work/life balance
- Prioritize inclusion and equity
- Provide Career Development

Source: Responding to the Great Resignation: Detoxify and Rebuild the Culture, by Mark Linzer, Elizabeth Griffiths, and Mitchell Feldman (June 2022)

A 3D rendered scene set against a sky with soft, white clouds. On the right side, a large target with concentric red and white rings is mounted on a silver pole. A red dart is flying from the left towards the target. A tiny human figure is perched on the shaft of the dart, appearing to be steering it. The dart has a silver barrel and a red tail with two fletchings.

**Final Thoughts About
Workplaces that Endure &
Thrive**

In the Post COVID World

- Build a culture of solidarity.
- Act with purpose versus speaking about it
- Make personal aspirations a part of the conversation.
- Create space for socializing
- The flexible policies must be tied to businesses
- Make development an everyday experience
- Coach managers to genuinely care for others.
- Encourage kindness and support
- Leaders model vulnerability



Source: *Harvard Business Review: To Retain Employees, Give Them a Sense of Purpose & Community*, by Ron Carucci (2021)

What about YOU?

Regeneration of Mental Capacity

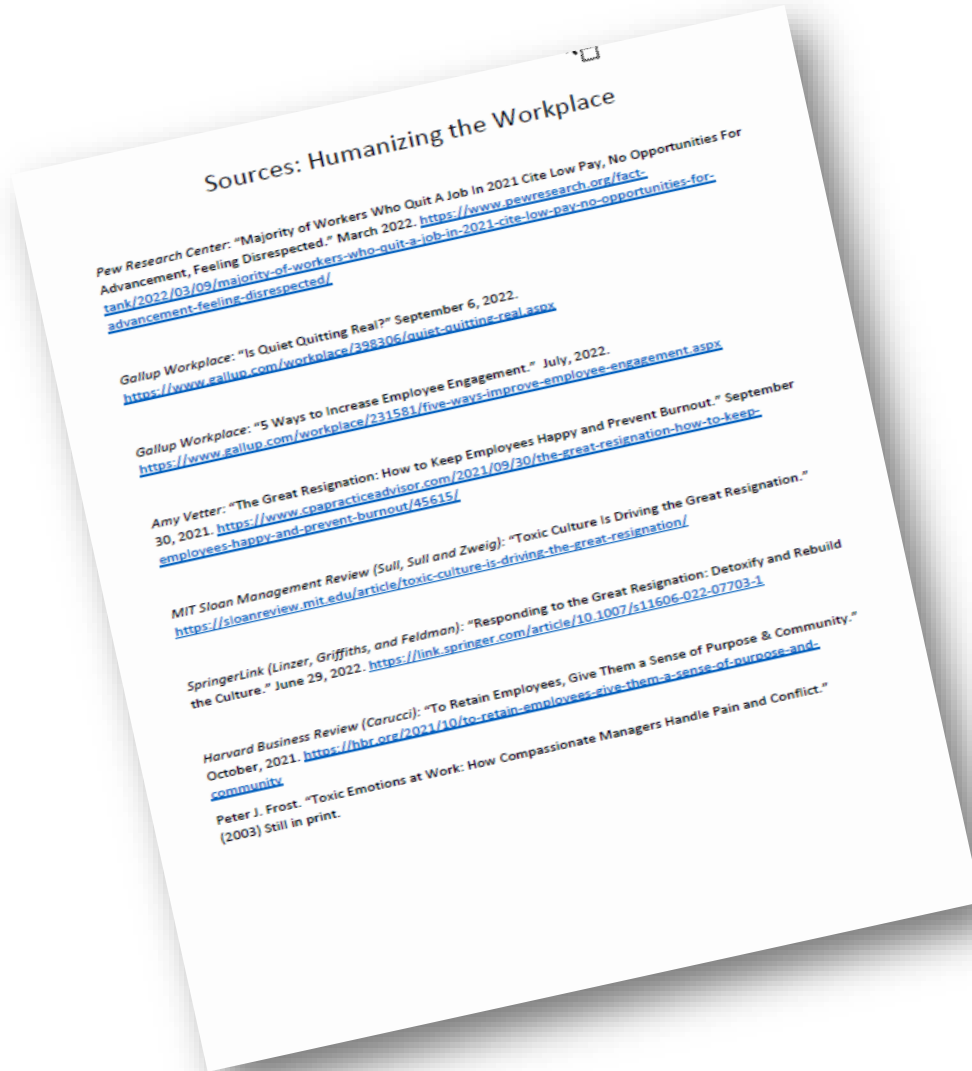
- “Refocus.
- Create personal space.
- Create mental sanctuaries.
- Learn to say NO.
- Do a reality check.”
- **Most important, be self aware of overwhelming toxicity & do something!**



Source: *Toxic Emotions at Work* by Peter J. Frost (2003)



Reading List if you want know more...





**Thank you
for attending!**