

WORKLIFE

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Real Strategies for Mental Wealth at Work

Burnout Is Not a
Resilience Problem.

It's a Design Problem

Why Your Team Is
Still Burning Out

Despite All the Initiatives

Brain Rot:

Why It Feels Real and Why

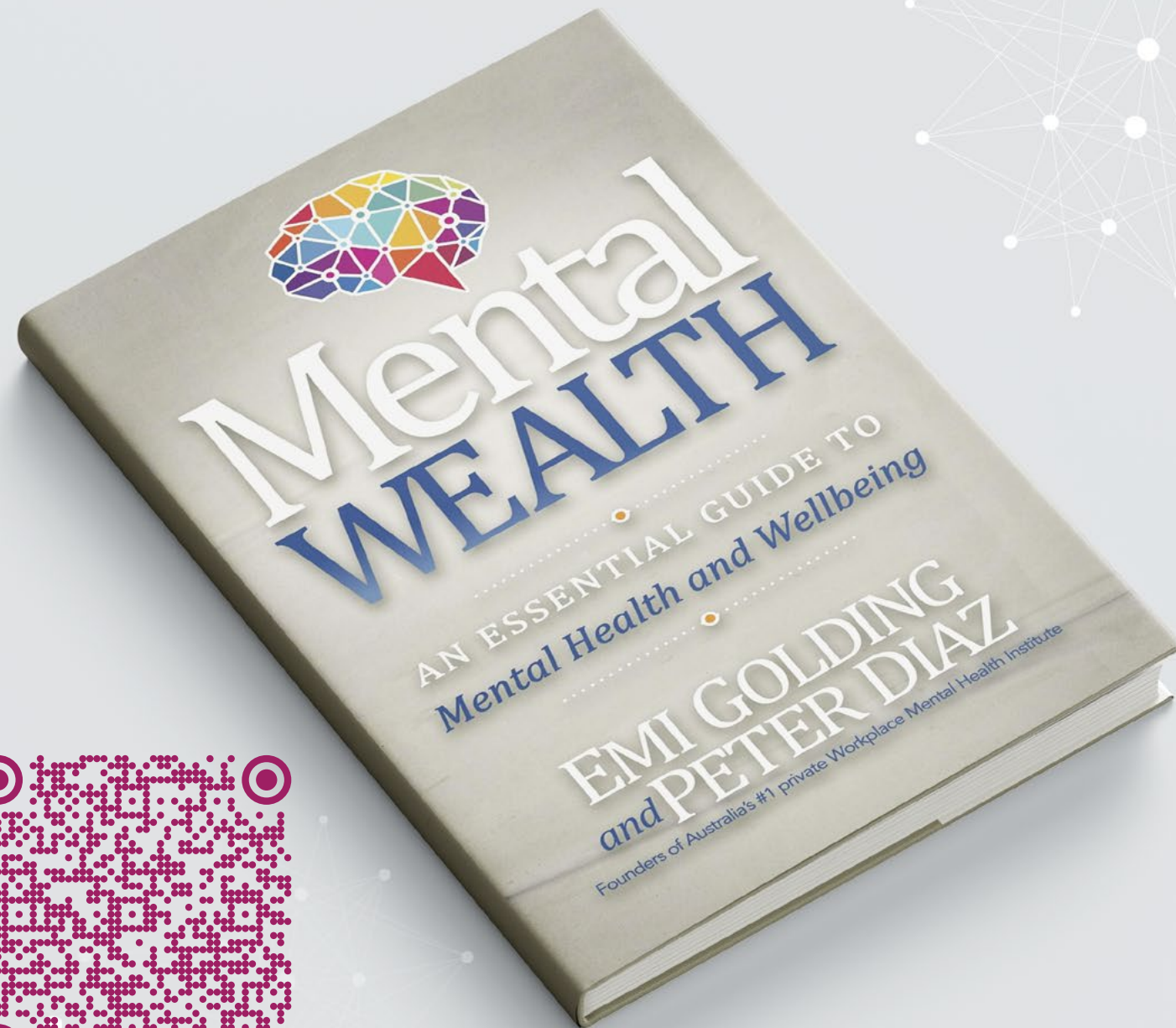
Workplaces Should Pay Attention



DID YOU KNOW...

You are losing up to 30% of your profit to mental illness in the workplace?

Emi Golding and Peter Diaz have crafted the Essential Guide to Workplace Mental Health and Wellbeing for management everywhere. Based on what actually works, this guide is a must for anyone with an interest in mental health, executives, managers, team leaders, HR, OH&S, and anyone with their sights on a career in management.



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#mentalhealthisatsunamithatscoming

Why Your Team Is Still Burning Out Despite All the Initiatives

"We've invested in good tools. We've improved the systems. We've tried to look after our people. So why does the team still feel stretched thin? Why are some still struggling to show up, asking for more time off, or feeling unhappy?"



It's a familiar moment. You care about your people. You want them to be well, supported, and able to do good work. And when you've already done so much, it can be confusing to see burnout rising anyway.

The truth is not that the initiatives are wrong or that your workplace lacks effort. It's usually that the way wellbeing is introduced doesn't match what your people actually need. When the approach is misaligned, even well intentioned programs fall flat.

This is where many workplaces begin to rethink their strategy. They realise wellbeing is less about one big solution and more about choosing the right approach for the culture they already have.

How We Got Here

For a long time, wellbeing in workplaces followed a predictable pattern.

Morale dips, so a workshop gets booked. A tough incident happens, so an awareness day is added.

The intentions were good. They genuinely helped people. They just didn't go far enough.

More organisations are now recognising that wellbeing should not be just an add-on or a one-off event. It needs to be part of how the place operates day to day. Not a just project. Not a just seasonal push. A consistent practice built into the ways people work and lead.

Four Ways to Think About Wellbeing

1. Build It Before You Need It

Think of it like training before the marathon, not halfway through the race.

Supporting people early is always easier than helping them recover once they're already overwhelmed.

What this looks like in real workplaces:

- Teaching small, everyday habits for managing pressure
- Treating resilience as something shared, not something people must figure out alone
- Noticing changes early so crises become less likely

Where this works best: busy environments, fast moving teams, or any industry where stress is part of the rhythm.

What tends to happen: fewer people on stress leave, fewer claims, fewer emergencies, and a general sense that people can finally breathe. This is prevention in action.

2. Link Wellbeing With Performance

People work better when they feel well. And they usually feel better when their work is going well. These two things feed each other.

In practice, this approach looks like:

- Discussing wellbeing as part of performance, not a separate conversation
- Leaders talking about mental health appropriately with the same confidence as budgets
- Job design that involves the worker that's going to do the job
- Making sure workloads are sustainable long term
- Helping teams focus on doing their best work instead of surviving the week

Who benefits most: organisations that want strong results while still protecting their people.

What changes: engagement rises.

Contribution feels meaningful again. You feel it in how people show up. Work becomes something people care about, not something they push through.

3. Understand Trauma

Some roles come with an emotional cost. It doesn't mean people are weak. It means the work is heavy.

What this approach involves:

- Recognising how trauma can influence reactions, tone, and decisions
- Helping people listen with empathy without absorbing others' pain
- Setting boundaries that protect both sides of a conversation
- Creating systems for debriefing, recovery, and emotional safety

Where this matters: healthcare, emergency services, social work, education, and any role where people see distress up close.

What you notice when it works well: steadier teams, fewer critical incidents, calmer responses under pressure. People still care deeply, but they aren't drowning in what they carry.

4. Teach Real Skills

Awareness helps, but it's not enough on its own. People need skills they can use immediately.

You'll see this approach when workforces get:

- Practical tools they can apply right away
- Trainers who truly understand the industry
- Follow up and coaching so learning becomes habit
- Programs that reflect the reality of the workplace, not a generic script

Best for: teams ready to move beyond talk and into action.

What happens: confidence grows. People know what to try, what to say, and when to reach out. The culture shifts from theory to practice.



There is no single version of workplace wellbeing that works for everyone. The best approach is the one that fits your people and grows with them.



Which One Fits You?

Most workplaces blend several of these approaches. What matters is knowing where to start.

- If burnout is rising, focus on prevention.
- If performance feels flat, link wellbeing to how work gets done.
- If people face trauma, support needs to be visible and structured.
- If you want changes that last, build real skills.

You don't need to fix everything at once. Start with one thing and build from there.

Our Take: Mental Wealth

We call it Mental Wealth because the goal is not to patch damage. It's to grow capacity.

Stress isn't always the enemy. Sometimes it strengthens people. Skills matter more than slogans, and confidence grows faster when you build on what's already working, not what's broken. Real wellbeing comes from people knowing how to adapt, recover, and work in a way that actually supports them.

That's the foundation of everything we teach. Whatever approach you choose should help your people feel capable, not dependent.

Making It Work

For any approach to stick, a few things consistently matter:

- Leaders go first so the culture is real, not symbolic
- Use trained professionals because expertise shapes outcomes
- Keep it practical so people apply it beyond the training room
- Repeat it so it becomes part of the culture
- Measure what works and adjust along the way

Moving Forward

There is no single version of workplace wellbeing that works for everyone. The best approach is the one that fits your people and grows with them.

The workplaces seeing real results are the ones that:

- Understand what they are trying to change
- Choose solutions that fit their world
- Build skills instead of slogans
- Keep improving instead of doing one big push

Because wellbeing is not an add-on. It is how good work sustains itself.

And when people feel supported and valued, it shows in the work, the energy, and the way teams treat each other. ■

Burnout Is Not a Resilience Problem. It Is a Design Problem

Your highest performer hasn't taken leave in nine months.

They still deliver. They still attend every meeting. They still respond to emails at 10:47 p.m.

But something has shifted.

They're quieter. Less energised. More detached. The spark that once made them proactive has dimmed into compliance.

This is how burnout enters an organisation. Not loudly. Quietly.



Burnout is often mistaken for weakness or poor stress tolerance. In reality, it is the outcome of prolonged, unmanaged workplace stress. It presents in three predictable ways: exhaustion, cynicism, and reduced effectiveness. When left unaddressed, it spreads. Productivity drops. Engagement erodes. Turnover rises.

It is not a personal failing. It is a systems issue.

The Modern Workplace Amplifier

Work has changed. Pressure has not decreased. It has simply become constant.

Hybrid work promised flexibility. Instead, many employees experience blurred boundaries. Notifications extend into evenings. Meetings stack without recovery time. The line between urgent and important dissolves.

Technology has eliminated physical distance from work. It has not eliminated cognitive load.

When recovery windows shrink, stress accumulates. When stress accumulates without relief, burnout becomes inevitable.

The Early Signals Leaders Miss

Burnout rarely looks dramatic.

It looks like subtle disengagement. A once-enthusiastic contributor who now avoids new initiatives. Increased irritability. Shorter responses. Delayed follow-through. More sick days.

In remote environments, it may appear as cameras off, silence in meetings, or declining participation.

These are not attitude problems. They are energy problems.

The earlier leaders recognise the pattern, the easier it is to intervene.

What Actually Drives Burnout

Excessive workload is the most visible cause, but rarely the only one.

Burnout tends to emerge when several factors converge:

- Unrealistic demands.
- Lack of autonomy.
- Unclear expectations.
- Poor communication.
- Limited recognition.
- Toxic or unsupportive culture.
- Relentless digital connectivity.

Wellness perks cannot compensate for structural strain. Meditation sessions will not offset impossible deadlines. Free gym memberships will not resolve unclear priorities.

Burnout prevention begins with how work is designed.

Prevention Requires Structural Change

Organisations serious about prevention focus on redesign, not slogans. They audit workload distribution honestly. They remove low-value tasks. They clarify decision rights. They define communication norms. They set expectations around availability and actually model them at leadership level.

When senior leaders stop sending midnight emails, culture recalibrates.

Psychological safety also plays a critical role. Employees must feel safe raising concerns about workload or capacity without fear of being labelled incapable. Regular check-ins, anonymous feedback tools, and manager training create early detection systems.

Support systems matter too. Confidential counselling access, Employee Assistance Programs, peer networks, and practical stress-management education provide intervention pathways before burnout escalates into absence or resignation.

Recognition and growth are equally powerful. When employees feel valued and see progression opportunities, engagement strengthens. Stagnation accelerates depletion. Development restores momentum.

Leadership Sets the Standard

Burnout prevention is not an HR campaign. It is a leadership stance.

When wellbeing becomes embedded in strategy, workload decisions, and operational planning, resilience improves across the system.

The question organisations must ask is not whether work is demanding. It always will be.

The real question is whether pressure is designed deliberately or allowed to accumulate unchecked.

Burnout is predictable. And what is predictable can be prevented.

Because burnout is not a resilience problem. It is a design problem. ■



Anxiety at Work:

Expert Strategies for a Calmer 2026

Workplace anxiety is rising across industries. As expectations increase and boundaries blur, more professionals report persistent stress tied specifically to their jobs. Left unmanaged, this type of anxiety can affect performance, health, and long-term career growth.

This guide outlines the key causes, symptoms, and practical strategies to help both employees and leaders build calmer, more resilient workplaces in 2026.



Understanding Workplace Anxiety

Workplace anxiety refers to ongoing stress or worry directly linked to job demands. Unlike general anxiety disorders, symptoms often intensify around meetings, deadlines, performance reviews, or job security concerns.

Common contributors include:

- Unclear expectations
- Excessive workloads
- Limited managerial support
- Toxic team dynamics
- Job insecurity
- Remote work isolation and digital overload

When roles lack clarity or workloads remain unpredictable, anxiety escalates quickly. Over time, this can lead to disengagement, absenteeism, burnout, and stalled career progression.

Recognizing the Signs

Early awareness prevents escalation.

Emotional and behavioral signs:

- Persistent worry about performance
- Irritability or mood swings tied to work
- Avoidance of meetings or responsibilities
- Procrastination or withdrawal
- Physical and cognitive signs
- Headaches, muscle tension, stomach issues
- Sleep disruption
- Difficulty concentrating
- Heightened sensitivity to feedback

If symptoms persist beyond occasional stress, intervention is necessary.

Expert Strategies to Manage Anxiety

1 Identify Triggers

Track situations that increase stress. Patterns reveal where adjustments are needed.

2 Set Boundaries

Define work hours. Limit after-hours emails. Schedule screen breaks. Protect recovery time.

3 Use Evidence-Based Techniques

Practice grounding exercises, breathing techniques, and structured task prioritization. Small daily resets reduce nervous system overload.

4 Strengthen Self-Care

Sleep, nutrition, movement, and reduced caffeine intake directly improve emotional regulation.

5 Seek Support

Speak with trusted colleagues or supervisors. Request reasonable accommodations if needed. Use available mental health resources.

6 Improve Organization

Break large projects into manageable steps. Use calendar blocking or task batching to reduce overwhelm.

7 Address Toxic Environments

Document concerns. Set boundaries. Escalate appropriately if necessary. Chronic toxicity requires structural solutions.

When to Seek Professional Help

Professional support is recommended if anxiety:

- Interferes with daily functioning
- Persists despite time off
- Causes chronic physical symptoms
- Leads to frequent absenteeism or withdrawal

Therapies such as cognitive behavioral therapy are highly effective. Many organizations also offer Employee Assistance Programs, telehealth access, or mental health days.

Early support prevents escalation into burnout.

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Early support prevents escalation into burnout.

The Leadership Imperative

Managers play a critical role in prevention.

Effective leaders::

- Promote psychological safety
- Encourage open conversations
- Model healthy boundaries
- Provide clarity in expectations
- Offer flexibility where possible

Organizations that prioritize mental health consistently see stronger engagement, lower absenteeism, and improved productivity.

Key Takeaway for 2026

Workplace anxiety is manageable. With early recognition, practical coping strategies, and supportive leadership, professionals can build resilience instead of burnout.

Calmer teams are not accidental. They are intentional.

And 2026 is the year to be intentional. ■

VICARIOUS TRAUMA TRAINING (VTT)

How to avoid the pitfalls of caring without losing your humanity

VTT provides participants with the knowledge, skills and tools to avoid compassion fatigue and look after their own personal mental health and wellbeing, when dealing with people who have experienced trauma, or when working with difficult, emotional, sensitive or potentially traumatic material and information.

What Do We Cover In VTT?

- Understand how the brain and body operate when responding to trauma, distress and emotion.
- Recognise the complex impacts of vicarious trauma on behaviour, cognition and emotions.
- Distinguish between Vicarious Trauma, Secondary Traumatic Stress, Compassion Fatigue, and Burnout.
- Identify early warning signs of Vicarious Trauma
- Respond in a timely and effective manner to the signs of vicarious trauma
- Understand the power and pitfalls of empathy, and know how to utilise empathy effectively for ourselves and the person who has experienced trauma.
- Know how to effectively manage the limits of your role, identify signs of overstepping, and ensure appropriate actions within professional boundaries.
- Prevent Vicarious Trauma by applying a range of strategies and tools to build and maintain personal emotional fitness, including: Trauma Informed Self Care, Compassion Satisfaction, and the Professional Beliefs Audit.
- Identify a range of helpful and unhelpful coping strategies
- Understand the science of exposure, desensitisation, avoidance.
- Use the SPICE model to Debrief effectively, and avoid patterns of unhelpful debriefing
- Apply an Advanced Self Reflection tool to identify and respond to personal triggers or ‘hotspots’.

Who Should Attend VTT?

- Healthcare professionals
- Community services staff
- Youth, aged care, and disability workers
- Legal professionals
- Advocacy staff
- First responders
- Anyone working with sensitive or distressing information
- Anyone working with people who have experienced trauma

“The practical tools were clear and could be applied immediately. I also appreciated the examples and stories that were easy to follow and helped me open up. It was well structured with comfortable breaks.”
Andrea | University of Canberra

A great facilitator, and very engaging content. A very valuable course to us for our line of work and a pleasurable experience.
Julianne | Commonwealth Ombudsman

I actually had an issue as I was taking the course and obtained very clear answers on how to handle it. I was also able to practice stepping away from being the hero in a call today with a client.
Doug | Recovery Station

FIND OUT MORE

Brain Rot:

Why It Feels Real and Why Workplaces Should Pay Attention

People joke about having “brain rot” after a long night of scrolling, but most of us know the feeling isn’t actually funny. Mental fog, zoning out, losing interest in tasks that used to feel easy. It shows up quietly, and lately, more often. The digital world has sped up, and our brains are trying to keep pace with a machine they were never built to outrun.

This isn’t a medical diagnosis. It’s a cultural phrase people use to describe a mix of symptoms linked to digital fatigue and cognitive overload. And while the term is casual, the science behind those symptoms is very real.



Is Brain Rot a Real Phenomenon?

There is no clinical condition called brain rot.

But the experiences people describe match what researchers call attention fragmentation, cognitive fatigue, and reduced working memory.

Studies consistently show that the way we use digital devices affects how well we focus, remember information, and regulate our emotional energy. These findings aren’t controversial. They’ve been replicated across psychology, neuroscience, and media studies for more than a decade.

One of the clearest patterns in the research:

The faster and more fragmented the content, the harder it is for the brain to maintain deep focus.

Short form videos became the perfect stress test.

What Science Actually Says About Short Form Content

Let’s keep this grounded in real, checkable studies:

Working memory and attention suffer under constant multitasking.

A widely cited review from Wilmer, Sherman and Chein (2017) found that frequent device switching weakens working memory and sustained attention.

Attention span correlates with media consumption style.

Research published in Nature Communications (2023) showed that attention patterns differ among people who prefer rapid reward cycles from short form media compared to those who consume longer formats. The study did not claim “short form video destroys attention,” but it did confirm a measurable link between media style and attention stability.

Heavy social media use is associated with higher digital fatigue and emotional strain.

A 2022 paper in Frontiers in Psychology documented the relationship between intense social media use and cognitive fatigue, emotional exhaustion, and reduced mental energy.

Digital overload and negative news cycles increase stress and anxiety.

Twenge and colleagues (2019) found strong associations between digital consumption habits and mood disturbances across large population samples.

Late night screen use disrupts sleep quality.

Levenson, Shensa and Sidani (2016) demonstrated how nighttime social media use correlates with poor sleep, which directly affects cognitive performance the next day.

None of these studies use the words “brain rot,” but together, they paint a picture that feels familiar to anyone who has ever scrolled themselves into a mental standstill.

Why the Term Took Off

People use “brain rot” to describe moments when the mind feels sluggish or overstimulated. The symptoms tend to look the same:

- Trouble focusing
- Minimal motivation
- Forgetfulness
- Emotional flatness
- Less creativity and slower problem solving

And it’s not limited to young audiences. Pew Research Center (2023) reported that most adults, across age ranges, feel mentally drained by the amount of digital content they consume.

The phrase went viral simply because it captured a shared experience people didn’t have the words for.

Why It’s Showing Up More at Work

Workplaces have quietly become the biggest contributors to cognitive overload.

Since the pandemic, employees have been living inside a stack of digital tools that never seems to end. Meetings overlap. Notifications fire nonstop. Messages come through multiple channels. The line between “work time” and “my time” dissolved, and for a lot of people, never reformed.

The World Health Organization identifies workplace stress as one of the leading causes of mental ill health. Digital overload is not the only reason, but it’s a major amplifier. A brain that is constantly interrupted cannot restore itself. It cannot reach deep focus. And it cannot sustain high quality output for long.

When this becomes chronic, organisations see the fallout:

- Slower thinking and lower creativity
- More mistakes
- Burnout and withdrawal
- Reduced psychological safety
- Higher turnover

These aren’t just abstract risks. They show up in productivity data, engagement surveys, and everyday team dynamics.

How Workplaces Can Respond

The goal is not to eliminate technology. It’s to stop using it in ways that exhaust people.

- 1 Protect uninterrupted focus time**
Teams do better when there are dedicated hours for deep work without pings, calls, or “just a quick question” messages.
- 2 Reduce meeting load**
Many video calls can be replaced with short written updates or phone check ins that don’t demand full on-screen presence.
- 3 Normalize digital boundaries**
After-hours emails, pressure to reply instantly, and weekend messaging erode recovery. Leaders set the tone here.
- 4 Train teams in digital wellbeing and resilience**
Evidence-based programs help people manage cognitive load, emotional regulation, and work habits in high stimulus environments.
- 5 Create a culture where people can say they’re overloaded**
Psychological safety matters. Employees should be able to talk about digital fatigue without fear of being labeled unproductive.

Taking Back Cognitive Space in a Noisy World

Brain rot may be a meme, but the discomfort behind it is real. People aren’t imagining the fog. Their minds are responding to an environment that asks too much, too fast, too often.

When workplaces take this seriously, they don’t just prevent burnout. They build teams that think clearly, work with intention, and have the mental capacity to be genuinely creative again.

The digital world isn’t slowing down. But we still get to choose how much of ourselves we hand over to it. ■



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Why Work Feels Heavier Since AI Showed Up



I have a friend who told me AI hasn't changed his job yet, but it's changed how he works. He double-checks things he never used to question. He pauses before decisions that used to feel routine. No one has said his role is at risk. But a new tool showed up, leaders started talking about efficiency, and suddenly making a mistake feels more serious than it used to.

That observation matters.

*Because this is how AI-related job anxiety usually shows up.
Not as panic. Not as outrage. As pressure.*

Most people aren't freaking out about AI. They're doing maths. Quiet maths, running in the background while they work.

If this tool makes us faster, do we still need the same number of people? If it can do part of my job, what does that mean for me? If something goes wrong, will it be blamed on me?

That thinking doesn't stop people from working. But it changes how they work.

This is why anxiety around AI isn't something you fix with reassurance alone. The real issue is uncertainty. And uncertainty changes behaviour.

This isn't just happening to a few people

Concerns about AI and job security aren't limited to one industry or type of role. People across different workplaces are asking the same questions, even if no one is saying them out loud.

You can argue about how many jobs AI will create or replace. That debate will go on for years.

What's already clear is this: When people don't know what's coming, they start working differently. They adjust.

What uncertainty actually looks like at work

Uncertainty doesn't always look like fear. More often, it looks like:

- Taking longer to make decisions
- Checking work more than necessary
- Avoiding risks, even small ones
- Getting irritated by unclear instructions
- Pulling back instead of stepping forward

From the outside, this can look like a motivation problem. It usually isn't.

It's a sign that people are being more careful because the cost of getting something wrong feels higher. When that happens, the brain shifts into protection mode.

People focus on getting through the day. Big-picture thinking drops off. Creativity drops off. Learning new things feels harder.

People stop choosing the best option. They choose the safest one.

Why "don't worry" doesn't work

A common response from organisations is to try to calm people down.

"We're not replacing anyone."

"AI is here to help."

"This is an opportunity."

Those messages aren't wrong. They're just not enough. Because the stress people feel isn't only emotional. It's practical.

AI adds more decisions to everyday work. It raises the stakes of those decisions. That combination makes work feel heavier.

When work feels heavier, people get tired faster. Mistakes happen more easily. Performance drops, even when people care deeply about doing a good job.

This isn't about attitude. It's about load.

How leaders accidentally make it worse

If you want to increase anxiety quickly, introduce AI like this:

"Start using it. It'll make you faster." And then say nothing else.

People immediately start asking questions in their heads:

What am I allowed to use it for?
What am I not allowed to use it for?
Who checks the output?
What happens if it's wrong?
What happens to roles over time?

When leaders don't answer those questions, people answer them themselves. And people rarely imagine best-case scenarios.

What actually helps people cope and perform

If uncertainty is the problem, the solution isn't motivation. It's clarity and support. That means designing work in a way that makes thinking easier, not harder.

1 Be clear about how AI is meant to be used

People need simple, practical guidance.

- What tasks will AI help with first?
- What still needs human judgment?
- What does good work look like now?
- Who checks what, and when?

If everything feels vague, people assume risk.

2 Make learning feel useful, not extra

Learning helps when it answers real questions.

- What skills matter now?
- What roles are growing?
- When is learning supposed to happen?
- What support do managers actually have?

If people are told to “upskill” but their workload doesn't change, learning feels like pressure, not opportunity.

3 Reduce the effort of checking and re-checking

AI often turns work into reviewing, fixing, and verifying. That takes focus and responsibility.

Good systems:

- limit unnecessary checks
- make it clear when speed matters and when accuracy matters
- give people somewhere to go when they're unsure

4 Help managers lead with clarity

In uncertain times, people don't need hype. They need managers who:

- explain expectations clearly
- set consistent priorities
- have calm, honest conversations
- make decisions that feel fair

Clear leadership makes work feel safer. And when work feels safer, people think better.

The question worth asking

If AI is becoming part of everyday work, here's the real question:

Are people in your organisation able to think clearly and make good decisions, or are they just trying not to get things wrong?

Because when uncertainty isn't managed, people don't stop caring. They stop taking risks. And that quietly changes everything.

Workplaces navigating AI change don't need more motivation. They need better support systems.

Practical workplace mental health training and clear workplace wellbeing strategies help teams stay focused, make better decisions, and perform sustainably when uncertainty becomes part of everyday work. ■

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How Gratitude Changes the Way We Carry Stress



Many of us come from long lines of worriers. We walk into a room and immediately spot what is wrong. A crack in the ceiling. A tense tone. Something slightly off. Stress becomes less of an event and more of a habit.

That habit often follows us into the workplace.

Work demands a lot. Shifting priorities. Long hours. Difficult conversations. The pressure to appear composed while running on empty. Stress builds quietly, then suddenly feels normal.

Gratitude is not a magic cure. It is a skill. The skill of noticing what is still steady. What is helping. What has not fallen apart.

Why It Works

Under stress, the brain narrows its focus. It scans for threats and unfinished tasks. Gratitude widens that lens.

It can be as simple as:

- Sunlight through a window
- A quiet minute before the day begins
- A seat on the bus
- A meal that turns out better than expected

At work, it might look like:

- A colleague sharing information early
- A task finally clicking
- A meeting that ends on time
- A well-timed thank you

These moments send a different message to the nervous system. Not everything is collapsing. Not everything depends on one person. The workload may remain, but the body gets room to breathe.

What Gratitude Is Not

- Gratitude is not forced positivity.
- It is not ignoring unfair systems.
- It is not telling someone to “just be thankful.”

Healthy gratitude can sit beside frustration, fatigue, or anger. It does not cancel those feelings. It balances them.

The Progress Often Overlooked

Stress highlights what is incomplete. Gratitude brings attention to what has moved forward:

- A boundary that was respected
- A difficult moment handled better than before
- A skill that now feels more natural
- A resource that has quietly been there all along

These small recognitions build resilience steadily over time.

For Leaders

When used intentionally, gratitude creates psychological safety. People who feel valued are more likely to speak honestly. This does not replace fixing workload or systems. It makes those conversations more possible.

Stress will always exist at work. How it is carried can change.

Gratitude does not remove pressure. It helps distribute it in a way that feels more manageable and humane. ■



TRAUMA INFORMED CARE COURSE

The one day trauma informed care training that shows you how to identify, respond and work well with people who have experienced trauma.

COURSE OBJECTIVES

Practical understanding of:

- Trauma Informed Care
- Trauma Informed Practice
- Causes and types of trauma, and how common they are
- Common responses and reactions to trauma, and their utility as methods of coping

Effective strategies to

- Identify trauma related stress responses
- Respond to critical incidents and high emotional arousal and distress
- Manage triggers effectively, and avoid retraumatization
- Support recovery, dignity, control and choice.
- Manage safety for the individual, themselves, and others, and avoid vicarious trauma
- Manage personal and professional boundaries, while maintaining empathy and care



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