

# Tackling negative culture to address burnout

A wellbeing partnership approach



## What makes a negative culture?



Employees who experience high levels of negative behaviour at work are almost eight times more likely, than those who don't, to experience burnout symptoms (according to the McKinsey 2022 survey).



- Poor leadership
- Bullying and harassment
- Unrealistic expectations
- Lack of transparency
- Lack of recognition
- High turnover rates
- Poor work/life balance

## What is a wellbeing partnership?

“ The partnership resets the relationship across employers and employees with a need to take care of each other and to make sure everyone can do well, with more sustainable outcomes for all. The partnership means employers prioritise employee health and wellbeing, and in return expect individuals to take personal responsibility for bringing the best version of themselves to work. ”



**Louise Aston,**  
Mental Health and Wellbeing  
Campaign Consultant

## Shared commitments

### Creating a workplace culture that prevents burnout



#### Employer responsibilities

- Prioritise employee and business health and wellbeing
- Promote and deliver equality, diversity and inclusion in the workplace
- Create a positive work environment
- Open, effective communication with employees
- Help manage workloads
- Provide fair pay and benefits
- Create opportunities for development

### A promise to bring your best self to work



#### Employee responsibilities

- Prioritise health and wellbeing
- Contribute to a positive culture
- Build positive relationships
- Maintain a positive attitude
- Open, effective communication with the line manager
- Own mistakes and learn from them

## Thriving workplace and employees

### Employer benefits

- Attraction of top talent
- Enhanced retention
- Improved company culture
- Stimulation of innovation
- Better health outcomes
- Cost savings
- Positive branding
- Increased productivity

### Employee benefits

- Work-life balance
- Access to wellbeing programmes and benefits
- Stronger work relationships
- Enhanced health and wellbeing
- Increased motivation
- Improved job satisfaction
- Greater job security
- Career development opportunities

### Mutual benefits

- A thriving and sustainable environment for long-term success
- Increased productivity
- Less presenteeism and absenteeism in the workplace
- Better overall business health

Remember, if an employee is struggling, don't be afraid to ask for help.

[Find out more about our support for burnout](#)