

Enterprise Stress Management Newsletter

BALANCING 'WORK AND LIFE' WITH WYNWARD INSURANCE GROUP



Who is Wynward Insurance Group?

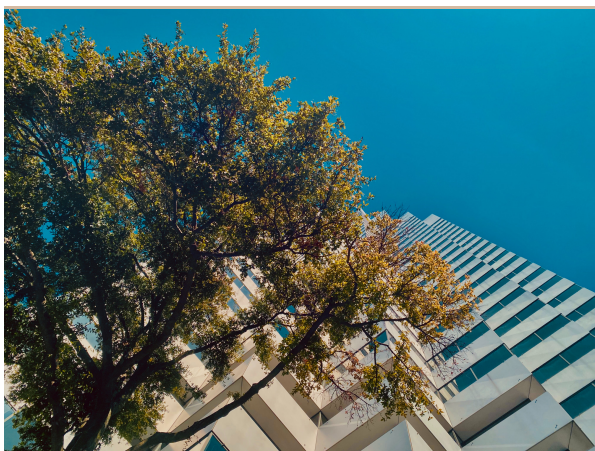
Rooted in the meaning of "fair guardianship," Wynward Insurance Group is a Winnipeg-based insurance provider, with about 100 staff, that has been bringing peace of mind to Canadian businesses since 1920.

Seeking Innovation

Just as Wynward strives to bring innovative products and services to their clients, they themselves were seeking innovative solutions to help their people find balance between work and life during a time of change with remote work being implemented rapidly.

Moving Forward

With Covid-19 creating changes in the workplace, the team at Wynward was ready to embrace and adapt to the new normal of working remotely. By focusing on ways to find balance, ESM helped the team find productivity in their new home offices.



"We had a great experience working with Enterprise Stress Management. The support we were able to provide employees during such a stressful time as a result of the pandemic was invaluable. Dr. Plewa is a top-notch professional who offers session attendees a safe space to share their thoughts and feeling while also learning new information and useful tips. The data gathered in the Stress Pulse was also a huge asset to the leadership team in understanding where we needed to focus our attention."

- Amy Dick, Senior Director Human Resources

Workplace technology impacts worker stress levels and wellbeing – a critical topic today as many of our offices have moved to a ‘work from home’ model. A recent study from San Diego State University (Barber et al., 2019) showed that workplace telepressure – the urge to respond quickly to message-based communications – is negatively associated with work-life balance. Their work suggests that strategies need to be implemented to empower employees to psychologically detach from work and enjoy leisure time, as well as learn recovery mechanisms, such as relaxation and control, to improve work-life balance.



Uncovering Insights with the Stress Pulse

HOW ARE PEOPLE DEALING WITH REMOTE WORK?

The Stress Pulse provided a comprehensive diagnosis of good and bad stress experienced across Wynward's team, giving visibility into key factors affecting workplace performance and productivity.

Overall, major sources of stress came from concerns about health, followed by maintaining work/life balance and keeping up with work demands. Initially, more than half of people reported feeling stressed often and very often; however, as people utilized stress management strategies and adapted to their new routines, many reported seeing significant decreases in their stress levels, with 1 in 4 reporting not feeling stressed. 98% reported feeling in control over their situation at least sometimes, indicating strong and healthy coping strategies already in place.

How do you
keep a routine
and find
balance when
times are
stressful and
anything but
routine?

Overcoming Challenges through the Stress Clinic

HOW DO WE FIND BALANCE BETWEEN WORK AND LIFE?

ESM provides monthly, hour-long webinars with Wynward's team, focusing on managing panic and fear during this global crisis, preparing for the challenges of prolonged isolation and loneliness, and optimizing the home office workspace. We added to people's already strong foundations for embracing change while providing the latest, evidence-based strategies for staying focused and motivated while working remotely and balancing home life and kids. During the webinars, we included an open space for discussion, allowing people to share stories and updates, talk about struggles they were facing and the various ways they were overcoming those hurdles. Collectively, ESM and Wynward empowered people to adapt and evolve through real-life strategies for working productively at home.