Spark The Workplace Realignment with important conversations

Allianz

Allianz is calling for organisations to embark on 'The Workplace Realignment', to better understand the expectations of employees and create mentally healthy workplaces. Initiating important conversations is a crucial step in supporting mental wellbeing amidst anxiety around new technology adoption and to alleviate employee fear associated with speaking up.

Only 31% of employees
speak up at work when faced with an issue[1].

Millennials are the generation
feeling the brunt of rapid technology change the most, with almost 1 in 5 saying it negatively impacts their job satisfaction at work (17 percent)[2]

How to alleviate the fear of speaking up

- Invest in communication and performance management training for leaders

- Establish a diverse and appropriately trained peer support network

- Foster a 'speak up culture' through regular check-ins

- Implement anonymous reporting mechanisms and regular feedback processes

How to address anxiety around new technology adoption

- Investigate to understand what factors are causing the anxiety

- Ensure employees feel relevant by developing their technological capabilities

- Ensure clear processes and policies are in place to communicate workplace concerns

Spark The Workplace Realignment by developing leader capability

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Allianz is calling for organisations to embark on 'The Workplace Realignment', to better understand the expectations of employees and create mentally healthy workplaces. Developing the capability of your leaders is a crucial step in addressing unconscious bias and the diverse mental health needs of your employees.

1 in 5 Australian employees

believe their manager would overlook them for a senior role due to age

Millennials and Gen Z

(42 percent)   **(38 percent)**

employees believe that their manager feels they are 'too young' to complete their tasks effectively

41% of Australian employees

would like to see their organisation promote empathic and emotionally intelligent work environments

How to address unconscious bias

– Develop a matrix that provides transparency around access to career progression and opportunities

– Invest in leader upskilling with unconscious bias and emotional intelligence training

– Recruit for diversity and use processes that are free from bias, for example diverse interview panels

How to support diverse employee mental health needs

– Actively recognise the need for individual mental health support

– Regularly review and update policies that address mental health

– Offer a diverse range of people and culture programs for individual career and life stages spanning early in career to transitioning to retirement

– Provide wellbeing education and resources that cover a diverse range of topics

Spark The Workplace Realignment by fostering balance between work and life

Allianz ⏻

Allianz is calling for organisations to embark on 'The Workplace Realignment', to better understand the expectations of employees and create mentally healthy workplaces. **Fostering balance between work and life is a crucial step in addressing challenges with burnout and setting work-related boundaries.**

40% of Australian employees

are more aware of the importance of having a work–life balance[2]

1 in 5 Australian employees

don't have a say in their flexible working conditions

Gen X and Gen Z

(45 percent)   **(48 percent)**

are more likely to be feeling the pressure of fatigue and burnout than Millennials (30 percent) and Baby Boomers (43 per cent)

How to address challenges with burnout

— Focus on clear communication during peak periods in workload and ensure employees feel safe to speak up if they are overwhelmed

— Ensure appropriate resource planning to alleviate bottlenecks and address peak work periods

— Ensure workloads are reasonable and achievable, and are supported by mentorship and training

How to support work-life boundaries

— Ensure employee motivators, such as flexible working, are addressed and tailored solutions implemented

— Set clear expectations about working hours and work communication outside of these hours

— Encourage open and safe dialogue with employees on what balance looks like for them

Spark The Workplace Realignment with clear reward and recognition processes

Allianz ⑪

Allianz is calling for organisations to embark on 'The Workplace Realignment', to better understand the expectations of employees and create mentally healthy workplaces. **Establishing clear reward and recognition processes is a crucial step in addressing employee dissatisfaction in remuneration and declining job satisfaction and engagement.**

Almost ¼ of Australian employees

feel they are underpaid at work.

Most Australian employees

say cost of living pressures (35 per cent) and fatigue and burnout (33 per cent) are negatively impacting their job satisfaction

Gen Z employees (27%)

were the least likely to state they were satisfied with work

How to address dissatisfaction in remuneration

- Understand your employees' career aspirations and ensure actionable and tangible goals are included in career development plans

- Introduce formal intrinsic and extrinsic reward systems and encourage peer-to-peer recognition

- Make sure employees are educated about your complete employee benefits package

- Be transparent regarding the regular review of remuneration, to ensure salaries are benchmarked in line with market

How to enhance job satisfaction, engagement and motivation

- Allocate time for regular, open and important conversations

- Build social connection and relationships within teams through team activities and collaboration

- Consider ways to collaboratively design work so that it is meaningful

- Ensure people leaders know how to identify individual motivational factors and can develop strategies to address them