

PROGRAMS FOR THE WORKPLACE

Building Meaningful Social Connections in the Workplace

An estimated 37% of Australian workers feel lonely, while nearly a quarter do not engage in activities to connect with their colleagues.

Workplace loneliness arises from perceived deficiencies in a person’s social relationships in the workplace. Loneliness is a complex social, health and economic issue that affects employees across different demographics, seniority levels, and industry sectors.

Workplace loneliness is associated with poorer job performance and satisfaction, lower organisational commitment, and reduced levels of creativity. Compared with their non-lonely counterparts, employees who are lonelier make more errors, take more sick leave, and express a stronger intention to resign.

The cost of workplace loneliness

Workplace loneliness is recognised as an issue that cuts across industries. In the UK alone, loneliness costs employers up to £2.53 billion per year. Loneliness-linked poor employee engagement leading to lower productivity, and high staff turnover, cost UK employers £665 million and £1.62 billion respectively.

Why now? The case for connection in response to COVID-19

The COVID-19 pandemic has disrupted the way we work. Remote working has increased exponentially since the onset of COVID-19—from 20% to 45% in Victoria and from 20% to 39% in New South Wales—adding new challenges and barriers to our ability to connect. Many workplaces have announced that remote working will continue in some form well beyond the immediate public health crisis.

For every \$1 invested in programs that address loneliness, the return on investment is as much as \$2.87.

We know that tackling loneliness is a preventative strategy to combat a range of poor mental health outcomes, including depression and anxiety. Now is the time to empower employees to take proactive steps to improve their mental and social wellbeing, while ensuring positive organisational engagement and productivity.

	Employees	Employers
Loneliness in the Workplace	Health Outcomes <ul style="list-style-type: none"> → Poor employee health → Poor relative health outcomes 	Costs to Employers <ul style="list-style-type: none"> → Increased sick leave absence → Days lost to carers leave
	Wellbeing Outcomes <ul style="list-style-type: none"> → Lower employee wellbeing → Lack of positive engagement 	<ul style="list-style-type: none"> → Lower employee productivity → Lower employee retention

SEMINAR SERIES

Connected at Work Seminar

The Connected at Work Seminar aims to address loneliness in the workplace by increasing prosocial behaviours, meaningful engagement with others and social confidence.

How does it work?

Positive psychology strategies are effective in reducing loneliness by building employees capacity to develop and maintain healthy relationships. The Connected at Work Seminar will deliver established and effective, hands-on tools to improve the quality of workplace relationships.

Who is this seminar for?

This seminar is designed for employees and employers engaged in remote and blended work practices.

How is it delivered?

Delivery can occur face-to-face or online.



Dr Michelle Lim
Clinical Psychologist

This seminar is delivered by Dr Michelle Lim, Scientific Chair of Ending Loneliness Together and Australia's leading expert on loneliness.

Gain practical tools to connect remote and blended teams

In this one-hour seminar, you will receive practical information and strategies to understand and develop stronger social ties and connect across remote locations, including:

- **Understand the psychology behind healthy relationships**

- **Learn to build and maintain meaningful relationships across remote locations**

- **Identify the common barriers to remote working and blended working practices**

- **Gain practical steps to improve social connection, engagement and wellbeing**

Enquire Today

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