



Tuesday 2 July  
Plenary two

# NICEC Conference 2024: Career and Sustainability

Skills, wellbeing and the environment

Tuesday 2 and Wednesday 3 July 2024

**NICEC**

National Institute for  
Career Education  
and Counselling

# Addressing burnout to build sustainable careers and prosperity for all

Rosemary McLean- Panel Chair

[The 2024 Gen Z & Millennial  
Survey May 2024- Deep dive on  
mental health](#)

# NICEC Conference 2024

## Career and Sustainability Skills, wellbeing and the environment

Addressing burnout to build sustainable careers and prosperity for all: Employment policy context

---

Sally Wilson, BSc, PhD, FRSA

Health of Workplace health and wellbeing research

Institute for Employment Studies

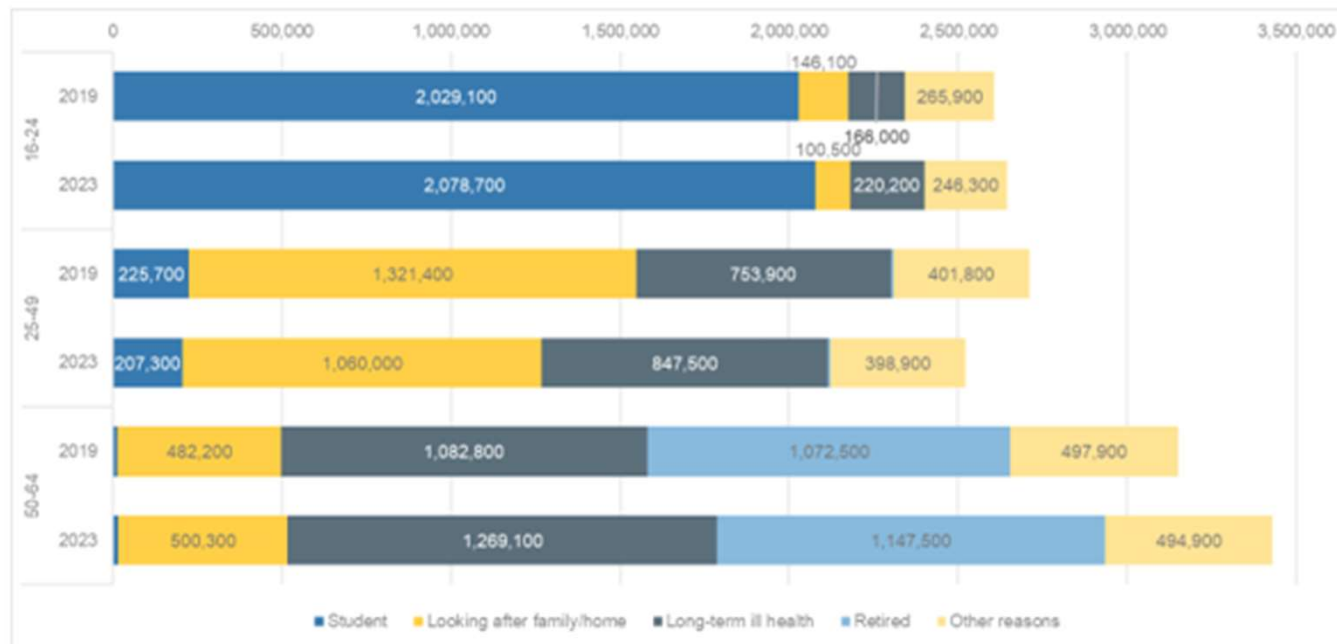
# The IES perspective



## The case for action

Rising worklessness due to ill health, more older people out of work, smaller youth labour force

Reasons for economic inactivity by age group, 2019 and 2023

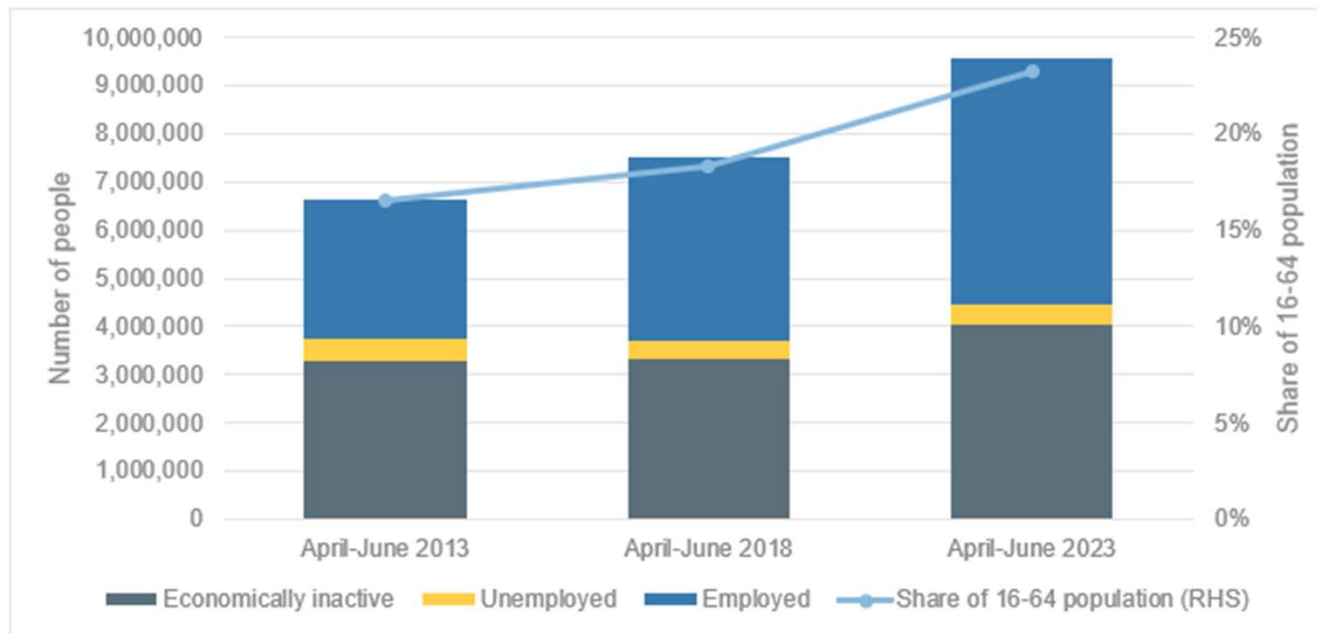


Source: Annual Population Survey

# More of us are disabled or have long-term conditions

Nearly a quarter of 'working age' population, and more out of work

People aged 16-64 with long-term conditions or illnesses that limit their ability to carry out day to day activities, by labour market status



Source: Labour Force Survey, Table A08

# Legacy of the pandemic (1)

- A systemic 'shock' which changed our way of working
  - Opportunities for more inclusive working
  - Health implications of remote and hybrid working
  - Divisions between those who can work from home (i.e. flexibly) from those who can't (impact on career choices?)
- Changed the way we view health at work
  - Office environment as a threat for the first time
  - Unprecedented levels of sick leave
- Educated us about the challenges people face
  - Disclosure of CEV conditions people may not have spoken about before
  - Issues faced by those caring for vulnerable adults and children
  - More knowledge and understanding of those with chronic conditions (Cancer, Long Covid, ME, CFS, fibromyalgia, obesity)

## Legacy of the pandemic (2)

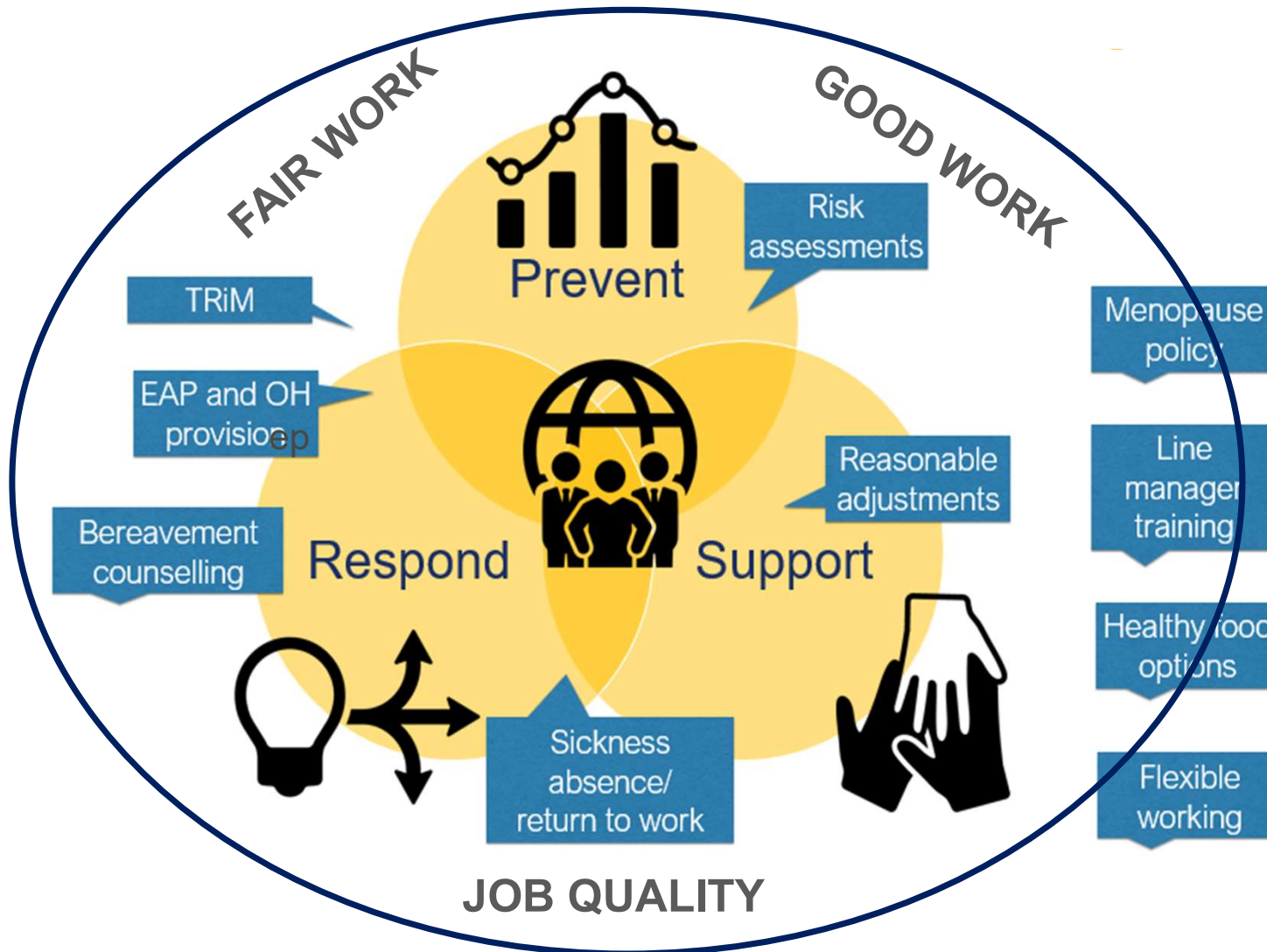
- Impact of lockdown on young people
  - Limited social contact for some at key stages in education and social/emotional development
  - Unprecedented demand on mental health services for YP
  - A cause of worklessness in that group (Resolution Foundation)
- Greater awareness and self-report of mental health disorder among population more broadly
- More open discussions and open disclosure of neurodiversity with better awareness of co-morbidity with mental health conditions (e.g. anxiety, depression, OCD)
- Pressures on the health system with repercussions in an employment context



# Opportunities: what we are observing at IES

- More conversations about health at work
  - More wellbeing specialists within HR than ever before
  - More recognition of the role of occupational health
- Internal policies are improving
  - Recognition of the needs of particular groups: carers, those experiencing menopause, fertility treatment, miscarriage, people with 'hidden' health conditions
  - More appreciation of the role of the line managers and an appetite to learn what works when line managing remotely
- Employees are more demanding of employers
  - “How will you look after my mental health?”
  - Younger workers voting with their feet.
  - More scrutiny of what a new government will do in this area in the current election campaign?

# Conceptualising health at work



A photograph of three people in a workplace setting. A woman with dark curly hair in a red shirt is smiling and looking towards a man in a blue shirt whose back is to the camera. Another woman with blonde hair in a dark green top is smiling and looking towards the woman in the red shirt. The background is a bright office with windows and a whiteboard.

# Mental Health in the Workplace

Deidre Bowen, Director National Programmes  
June 2024

## The Burnout Report 2024

- **9 in 10 UK adults experienced high or extreme stress in the past year**
- **20% of UK adults surveyed have taken time off for mental health issues caused by work stress in the past year**
- **49% of UK working adults say their employer doesn't have a plan in place to spot the signs of chronic stress and prevent burnout in employees**
- **Workplace stressors identified: high workloads (54%), job insecurity (40%) and being bullied or intimidated by other colleagues at work (31%)**



# My Whole Self



# Absenteeism

The practice of regularly staying away from work without good reason.



Burnout



Low employee  
engagement



Lack of flexible  
working



Lack of mental health  
support

# Presenteeism

Attending the workplace, being visible but not productive owing to sickness, injury or other conditions



Culture



Workload



Mental Health Stigma

# What employees can do to practically support their wellbeing?

Mental  
Health  
UK



**Set  
Boundaries**



**Take Breaks**



**Practice  
Mindfulness**



**Self-Care**



# What employers and workplaces can do to support?

Mental  
Health  
UK



**Strategic  
Objectives**



**Benchmark &  
Action**



**Signpost**



**Role  
Modelling**

# Supporting Line Managers

Access  
to  
Training



Spot signs and  
symptoms of poor  
mental health



Understand internal  
mechanisms to  
signpost to support



Gives confidence to have  
supportive conversations

# Thank you.

F: @MHealthUK

T: @MentalHealthUK

Li: /MentalHealthUK

In: @mhealthuk





# Addressing burnout to build sustainable careers and prosperity for all

Dr Cathy Brown

evolve

Perspective



# Providing an individual, psychological perspective





# What do we mean by resonance?

All humans are resonant beings  
(Rosa, 2021)



We are essentially energy in vibration, each with our unique energy signature  
(Wiese, 2020)

Rosa describes a resonant relationship as:

**Affection** – something speaks to us, leaves us moved

**Self-efficacy** – when being emotionally-touched, we respond

**Transformative** – in the moment of resonance, something shifts

**Elusive** – uncontrollable and emergent



# Societal desire for acceleration

We require  
growth,  
acceleration  
and innovation  
to stand still  
(Rosa, 2021)



We can be in a  
world that is moving  
too quickly for us to  
sit with anything  
(Chaffee, 2022)

Pushing, being out of sync, can lead to burning  
Disconnects us from ourselves and our place in the world  
Leads to an absence of resonance

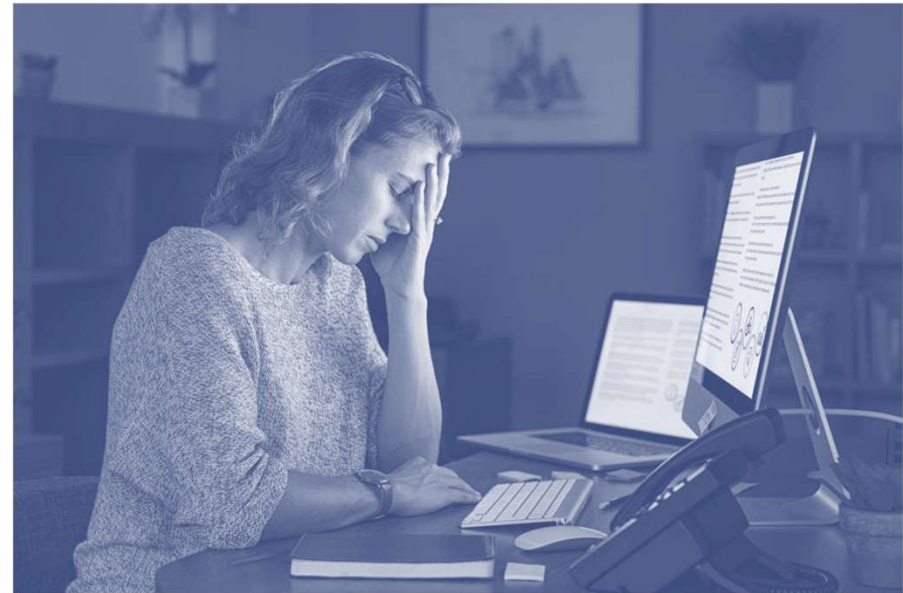
Impact



# Being de-synchronised with ourselves and our world impacts our well-being

## Impact of **desynchronisation**:

- Psychological burn out
- Cold, indifferent connections and alienation
- Depression, dissatisfaction and sense of meaningless







# Experiencing resonance can positively impact our well-being

## Impact of **resonance**:

- Feel emotionally touched
- Energised, joyful and meaningful
- Hopeful, safe and supported

*“A resonant relationship with the world [...] allows a person to feel supported and safe.”*

Zalec, 2021 (page 6)



# Introducing career resonance

Career resonance is when at work we experience:

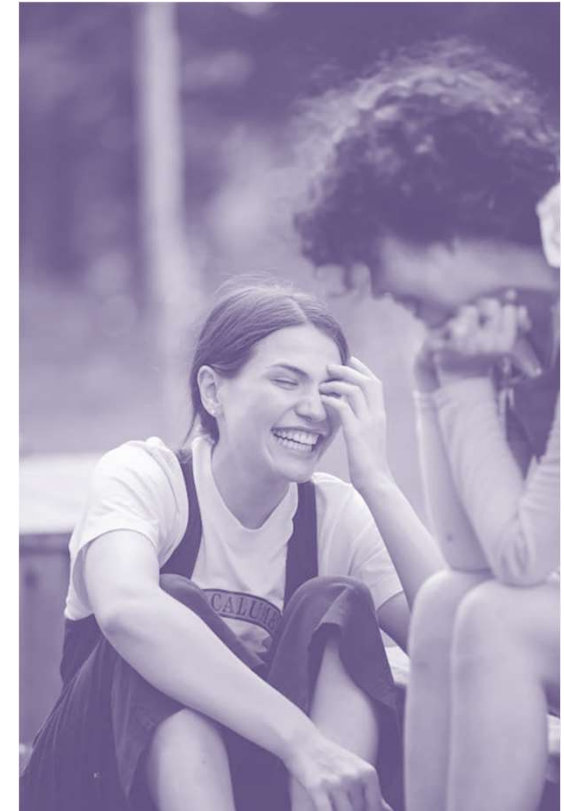
**Positive emotion and joy**

**A sense of energy**

**Meaning and fulfilment**

*“Meaningless [...] can be interpreted as the absence of resonance,  
as meaning is born when the wire of resonance begins  
to vibrate.”*

Rosa, 2019 (page 199)





# How can we help clients to foster career resonance?

## Supporting re-connection with others:

- Giving
- Community
- Long-term
- Release serotonin and oxytocin

Sources: Hari (2019)

## Supporting re-connection with self:

- Slowing down – solo walking, pausing
- Honing intuition – meditation, journaling

Sources: Oxford Mindfulness Centre (collaboration of Oxford Mindfulness Foundation and Oxford University)

*“We can infuse our work with greater meaning [...] not just for a few privileged individuals, but for the whole society.”*  
(Hari, 2019, page 245)

## Incisive career questions:

- What brings you joy?
- What lifts your heart?
- What gives you energy?
- When do you experience unexpected tears?

## ‘Finding Your Purpose’ career coaching approaches:

- Many programmes available
- For example: CDI and CCS run 2 hour expert sessions and 1 day masterclasses, respectively

## Resources



# Resources

Here are the references that I have drawn upon:

- Buhl, R. (2023). *Karrierevejledning og bæredygtighed - mellem resonanstrang og accelerationstvang*. In: Rita Buhl & Peter Plant (red.) 2023. *Karrierevejledning og bæredygtighed*. Frydenlund.
- Chaffee, B (2022). *The importance of paying attention to resonance*. Accessed at: [www.witanddelight.com/2022/02/resonance-why-its-important/](http://www.witanddelight.com/2022/02/resonance-why-its-important/)
- Draper, B (2017). *Soulfulness: Deepening the Mindful Life*. Hodder & Stoughton.
- Hari, J. (2019). *Lost connections: Why you're depressed and how to find hope*. Bloomsbury.
- Rosa, H. (2019). *Resonance: A sociology of our relationship to the world*. Polity Press, Newark.
- Rosa, H. (2021). *Social acceleration, alienation and resonance: Towards a new understanding of modernity at the University of Helsinki, 8<sup>th</sup> November, 2021*. Accessed at: [www.youtube.com/watch?v=OshPcqP2uKg&cbrd=1](http://www.youtube.com/watch?v=OshPcqP2uKg&cbrd=1)
- Rosa, H. (2024). *Democracy needs religion*. Polity Press, New Jersey.
- Sinek, S., Mead, D. and Docker, P. (2017). *Find Your Why: A Practical Guide for Discovering Purpose for You and Your Team*. Portfolio Penguin.
- Wiese, K. (2020). *A deeper understanding of your soul's harmonic resonance*. Accessed at: [www.kathrynwiese.love/blog/harmonic-resonance](http://www.kathrynwiese.love/blog/harmonic-resonance)
- Zalec, B. (2021). *Rosa's Theory of Resonance: Its importance for (the science of) religion and hope*. *Religion*, 12, 797.

Here are two career practitioner courses relating to Helping Your Clients to Find Their Purpose:

- CDI Expert Session Helping Your Clients to Find Their Purpose Wednesday 9<sup>th</sup> October, 2024 10am-12pm
- CCS Finding Your Purpose Masterclass: Thursday 13<sup>th</sup> March, 2025 9am-5.15pm

Details of these courses can be found:

[www.evolve.eu.com/events](http://www.evolve.eu.com/events)

If we want to build sustainable careers..

- **How can we address the challenges and leverage the opportunities we've just heard about?**

In pairs, or via virtual chat discuss and identify :-

- Two keys things that are relevant to your domain of expertise (10 mins)



# NICEC Conference 2024: Career and Sustainability

Skills, wellbeing and the environment

Tuesday 2 and Wednesday 3 July 2024

**NICEC**

National Institute for  
Career Education  
and Counselling