




**hsi**

## Should I Stay or Should I Go?

Part 2 of last years "Stop Yelling at Me"

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### Today's Speakers



**Jill James**  
MJS  
Chief Safety Officer, HSI  
Jill James is Chief Safety Officer at HSI where she focuses on product, thought leadership, and regulatory trends. Her 30-year EHS career includes 12 years as an OSHA Senior Safety Investigator, and several years in healthcare, education, biotech, life sciences and the poultry industry.  
Jill hosts the Accidental Safety Pro podcast and created the Supervisor Safety Tip video series.  
She received her Master's in Industrial Safety from University of Minnesota, Duluth and her undergraduate degree is in Community Health Education.



**Todd W. Loushine**  
PhD, P.E., CSP, CIH  
Associate Professor & Graduate Coordinator, Dept of Occ & Env Health & Safety, UW-Whitewater  
"Dr. Todd" has been teaching students for over 15 years and practicing safety for over 30 years. He started as a CSO with Minnesota OSHA, worked with the Dept of Health and Family Services while attending grad school at UW-Madison.  
He's very active with the American Society of Safety Professionals (ASSP), currently serving as the Region 5 Vice President.  
He recently started working part-time as the safety manager at a manufacturing facility, getting back to his roots and staying connected to the real-world experiences in safety.

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### SUMMARY OF PART 1: Stop Yelling at Me!

**Communication and why it goes south**

- Urgency/importance = yelling, demanding
- Personal beliefs and experiences
- Our past influences our present (baggage)
- Assuming intent behind actions
- Fight or flight: Cave man brain



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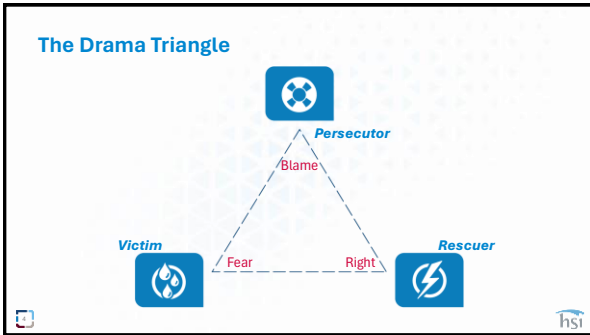
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### Have you ever felt...

- This isn't working
- This isn't worth it
- I just don't care
- Fight or flight about the job vs. conversation/individual

The image shows a man in a yellow t-shirt with his hands covering his face, suggesting a state of stress, frustration, or burnout.

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### Objectives

1. Identify the causes of burnout and turnover and how it affects workplace safety and health.
2. Determine professional boundaries and what to do when they're challenged
3. How to evaluate your workplace
4. Make it work without quiet quitting

The image shows a man in a light blue shirt sitting at a desk, looking stressed with his hands on his head.

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### Stress vs. Burnout

- **Stress:** natural response to internal or external pressures (not workplace specific and not always negative)
- **Burnout:** WHO definition, ICD classification 2019
  - "A syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed"
    - Feelings of energy depletion or exhaustion
    - Increased mental distance from one's job, or feelings of negativism or cynicism related to one's job
    - Reduced professional efficacy.
  - Burnout refers specifically to phenomena in the occupational context and should not be applied to describe experiences in other areas of life.



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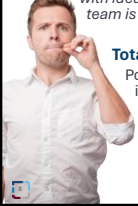
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### Whole person view of safety

**Psychology Safety (Amy Edmondson):**  
*"A belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes, and that the team is safe for interpersonal risk-taking"*



**Total Worker Health (NIOSH):**  
 Policies, programs, and practices that integrate protection from work-related safety and health hazards with promotion of injury and illness-prevention efforts to advance worker well-being.



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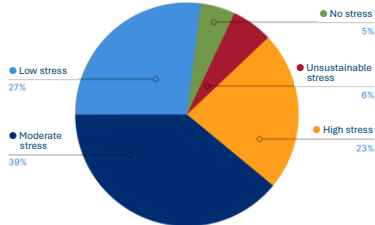
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### Stress Levels Reported by Full-Time Office Workers in the U.S.

Source: SelectSoftware Review, 2023 - Hire Hopkins



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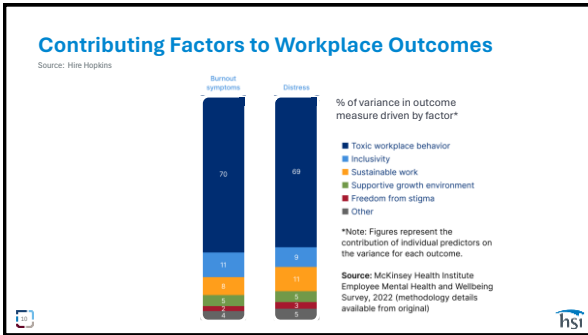
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### All Stress isn't the same

#### Eustress/Good Stress

- ✓ Provides productive energy
- ✓ Helps increase focus
- ✓ Increases motivation
- ✓ Often experienced as excitement
- ✓ Feels manageable
- ✓ Improves performance
- ✓ Associated with confidence
- ✓ Expectation of a positive outcome

#### Distress/Bad Stress

- ✗ Provides restless energy
- ✗ Decreases focus
- ✗ Increases procrastination/avoidance
- ✗ Often experienced as fear/concern
- ✗ Feels overwhelming
- ✗ Impairs performance
- ✗ Associated with insecurity
- ✗ Expectation of a negative outcome

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### Top Ten Causes of Work Stress Every Worker Should Know

Source: Healthy Work Campaign, Brigid Schultz, Better Life Lab, Jeffrey Pfeffer

1. Long Work Hours
2. Low Job Control
3. Work-Family Conflict
4. Shift Work
5. Job Demands
6. Job Insecurity
7. Organizational Injustice
8. Low Support
9. Low Rewards & Benefits
10. Unemployment

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**Healthy Work is...**  
Source: Healthy Work Campaign, The Center For Social Epidemiology

**Healthy Work** reduces stress, prevents burnout, illness and injury, increases productivity and retention, reduces health costs, and Saves Lives.



1. Free from Danger
2. Free from Abuse
3. Free from Discrimination
4. Free from Overwork
5. Free from Being Silenced
6. Free from Retaliation
7. Free to Grow
8. Free to Be a Family Member
9. Free to Thrive
10. Commitment to a Healthy Work Future




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**Should I stay or should I go?**

Have you ever left an EHS job by choice?

Have you ever thought about leaving an EHS job, then chose to stay?

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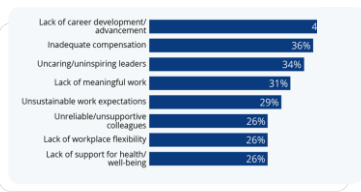
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**Why People Are Quitting Their Jobs**  
Source: Statista, McKinsey & Company

Most common reasons given for quitting previous job (Apr '21-Apr '22)



Reason	Percentage
Lack of career development/ advancement	41%
Inadequate compensation	36%
Uncaring/uninspiring leaders	34%
Lack of meaningful work	31%
Unsustainable work expectations	29%
Unreliable/unsupportive colleagues	26%
Lack of workplace flexibility	26%
Lack of support for healthy well-being	26%

Based on a survey of 13,312 employees in Australia, Canada, India, Singapore, United Kingdom, and United States.

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**Worksheet: Decision Matrix**

- The role of emotion
- How to evaluate options
- Weight: assign value to reasons
- Watch for faulty thinking
- “Personal Board of Directors”



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**Reasons We Might Stay**

- I love it/life-giving
- Eustress
- Pay/Benefits
- Life stage/circumstance
- Professional boundaries
- Ethical practices
- Too late now
- Geography
- Challenging
- Promotion opportunities
- Great co-workers
- It's what I imagined it would be
- Can see progress
- If not me, who?




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**Reasons We Might Go**

- I hate it/life-sucking
- Distress
- Danger (physical/emotional)
- Pay/benefits
- Life stage/circumstance
- Not what I thought
- Professional boundaries
- No promotion possibilities
- Ethical practices
- Geography
- Not challenging/too challenging
- Treading water
- I will lose my job (acquisition/business dissolving)
- Crappy co-workers




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## I'm trapped! What do I do?

**Emotional**



**Physical**



**Fight vs. Flight vs. Freeze**



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## Leaving or Staying?

**Leaving? Plan it out.**

**Staying?**

- Have the conversation with your manager
- Avoid quiet quitting
- Boundaries
- What is my 'why'
- Play to your strengths
- Allyship & cross-functional efforts





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## Key Takeaways

Should I Stay or Should I Go?

- Not all stress is equal or "bad"
- Evaluating healthy work environment vs. healthy you
- Fight or flight/emotional reactivity: learn to pause
- Freeze: Options/how to become unstuck
- Worksheet/Decision matrix: useful tool





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**Sources/Resources**

- > Healthy Work Campaign: <https://www.healthywork.org/>
- > The Center for Social Epidemiology: <https://unhealthywork.org/>
- > Healthy Work Tools: (page contains link to healthy work survey) <https://www.healthywork.org/individuals/healthy-work-tools-individuals/>
- > NIOSH Stress at Work: <https://www.cdc.gov/niosh/docs/99-101/default.html>
- > Total Worker Health: <https://www.cdc.gov/NIOSH/twh/>
- > Psychological Safety (Amy Edmondson): <https://fearlessorganization.com/>
- > Decision Science: <https://chds.hsph.harvard.edu/approaches/what-is-decision-science/>
- > Gallup State of the Global Workplace: 2023 Report: <https://www.gallup.com/workplace/349484/state-of-the-global-workplace.aspx>



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*Should I stay or should I go?  
Thanks for joining us!*

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