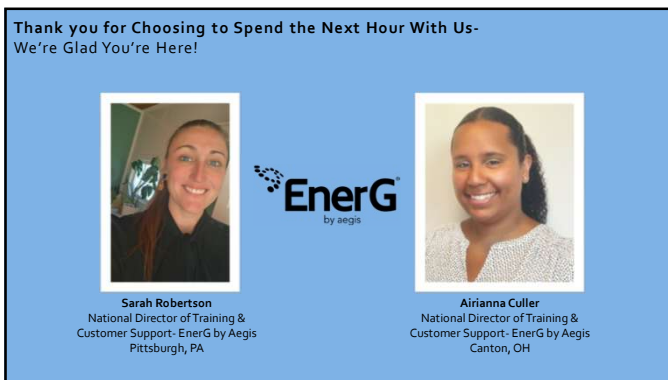
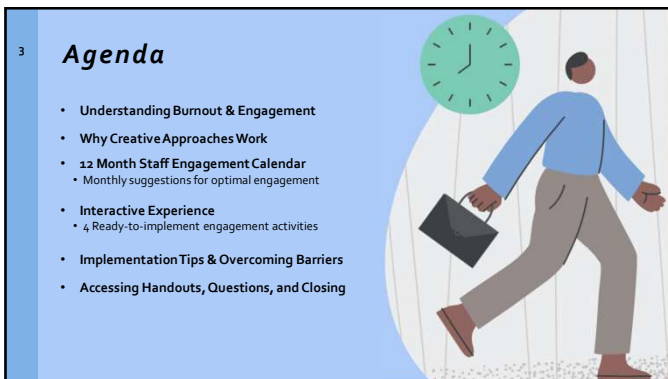




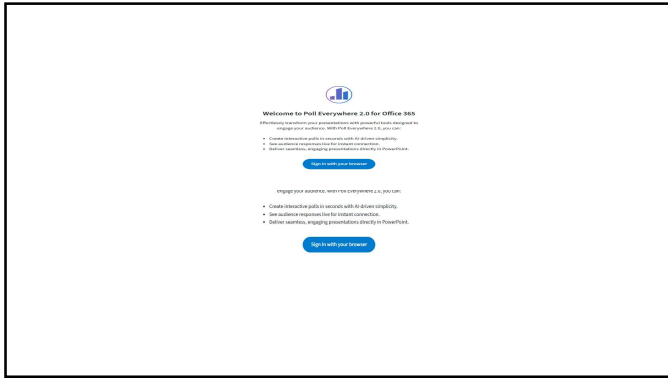
1



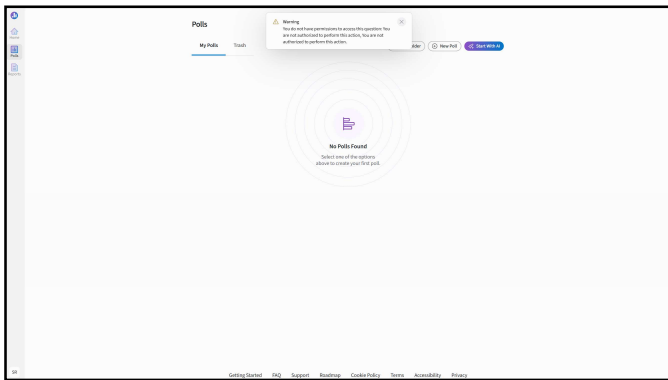
2



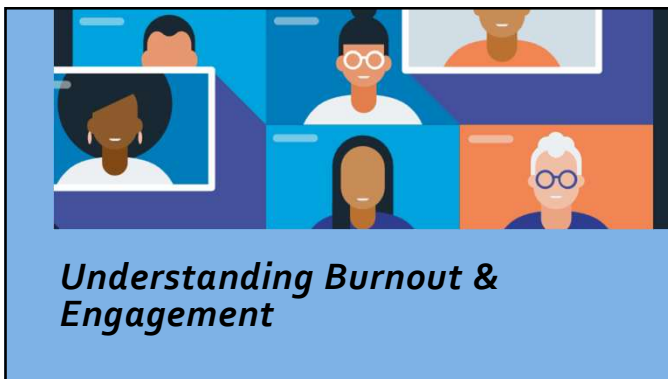
3



4



5



6

7

Burnout Overview

"Workplace burnout is a state of chronic work-related stress leading to emotional, physical, and mental exhaustion, characterized by energy depletion, increased mental distance/cynicism from the job, and reduced professional efficacy."
-World Health Organization (WHO)

Burnout Trends

7

8

Engagement Overview

Employee engagement is the emotional commitment and connection an employee feels towards their organization, their work, and its goals, characterized by their willingness to exert extra effort to help the company, beyond basic job requirements, reflecting how they think, feel, and act.

It's more than just satisfaction; engaged employees are enthusiastic, invested, and driven to contribute, leading to better business outcomes.

Engagement Trends

8

9

OVERCOMING COMMON BARRIERS

Budget Limitations

- Limited funding for programs, incentives, or tools
- Engagement seen as a "nice to have" vs. a business priority
- Difficulty demonstrating short-term ROI, leading to reduced prioritization

Leadership & Staff Buy-In

- Lack of visible leadership support
- Unclear ownership or accountability for engagement initiatives
- No consistent champion to drive, coordinate, and sustain activities
- Staff skepticism due to past initiatives that lacked follow-through

Time Commitment

- Competing priorities and workload pressures
- Engagement activities viewed as extra work rather than part of daily operations
- Limited protected time for planning, participation, and follow-up

Overall Impact

- Programs launch but lose momentum
- Inconsistent participation and uneven results
- Engagement becomes event-based rather than embedded in culture

9



10

11

Why Creative Approaches Work



They Increase Emotional Connection:

- Creative engagement (games, challenges, storytelling, peer recognition, experiential activities) taps into intrinsic motivation, not just compliance.
- Employees are more likely to engage when activities feel meaningful, human, and enjoyable rather than transactional.

They Foster Psychological Safety:

- According to Harvard Business, creative approaches signal that it is safe to speak up, experiment, and participate without fear of judgement.
- Psychological safety is a key driver of engagement, innovation, and sustained performance.

They Support Innovation and Creativity:

- Engaged employees demonstrate higher creative self-efficacy and are more likely to contribute ideas and innovative behaviors.
- Creative engagement initiatives activate curiosity and problem solving, which directly supports organizational innovation.

11

12

Why Creative Approaches Work (continued)

They Improve Participation and Reach More Employees:

- Traditional engagement methods (surveys, emails, town halls) often engage the same voices. Creative formats – gamification, team challenges, visual tools, and experimental learning- broaden participation across roles, personalities, and learning styles.

They Feel Integrated Into Work:

- According to Deloitte, creative engagement is often embedded into daily workflows (peer recognition, quick challenges, collaborative design), reducing the perception that engagement requires extra time or resources. This makes initiatives more sustainable.

They Support Innovation and Creativity:

- Engaged employees demonstrate higher creative self-efficacy and are more likely to contribute ideas and innovative behaviors.
- Creative engagement initiatives activate curiosity and problem solving, which directly supports organizational innovation.

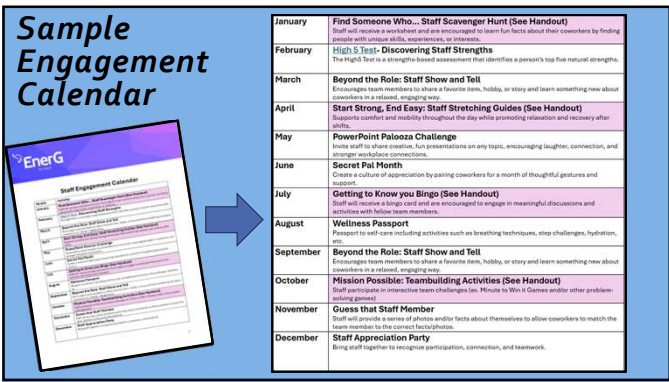
They Strengthen Leadership Impact:

- When leaders use creative engagement strategies- coaching, recognition, storytelling, and inclusive dialogue- teams show higher engagement and performance.
- Managers account for up to 70% of engagement variance on teams (according to incisiongeeks.com)

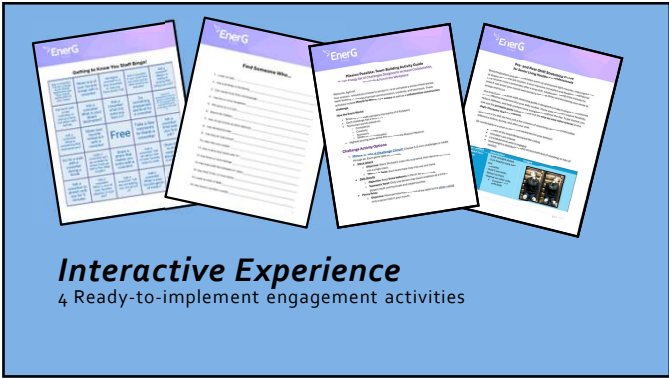
12



13



14



15

[illegible]

Head of neck	• Look straight ahead. • Use head gently sideways toward shoulder without craning shoulder toward leg. • Hold 2 seconds. • Repeat on other side. • Do 10 times 3-5 sets.	
Trunk and shoulders	• Sit at edge of chair or sit on floor. • Relax shoulders as deeply as possible. • Roll back and round in a circular motion. ▶ Example 10 to 15 seconds ▶ Repeating on both sides of motion. NOTE: only perform backward motion to promote good posture.	
Arms and hands	• Sit at the edge of your seat or sit on floor with good posture. • Place arms in "T" position with wrists extended upward, 90° with hands on top for less pressure on the shoulders.	
Feet and ankles	Front View:	

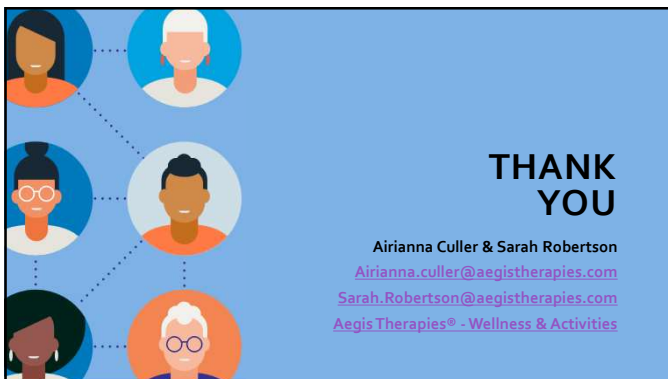
6



22



23



24
