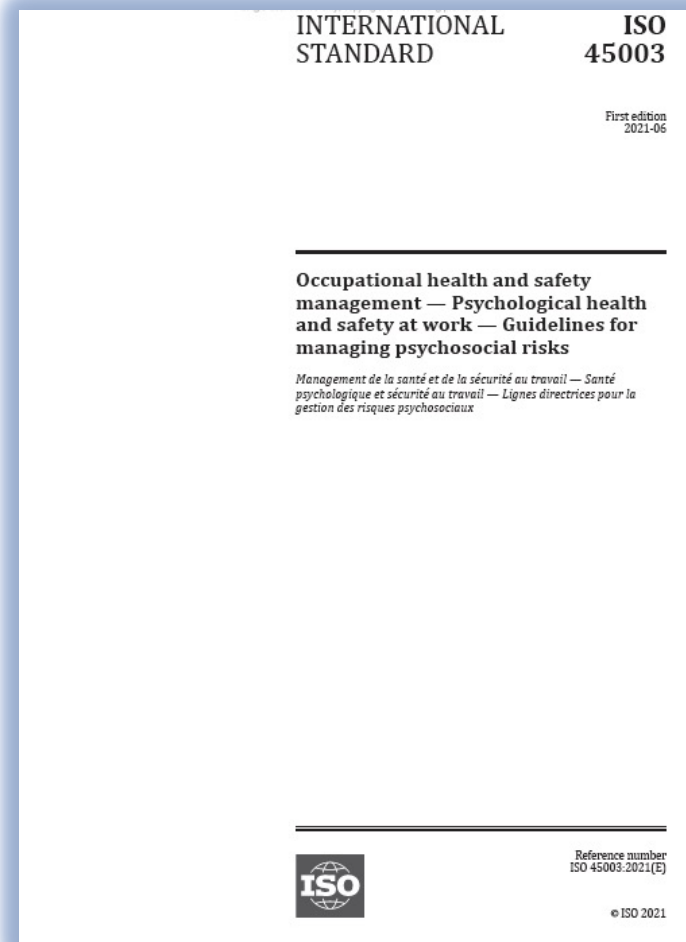


# Lesson 1 – Why ISO 45003?



# Why ISO 45003?

Organizations can benefit from a 'Systems' approach to managing psychosocial risks in the workplace

Why Use ISO 45003 to Manage Workplace Stress?

Here are 42 Statistics that might get you thinking  
about a framework to manage stress

<https://www.stress.org/42-worrying-workplace-stress-statistics>

1. 55% of Americans are stressed  
during the day

(Gallup)

2. On a scale from one to 10, Americans rate their  
stress level as 4.9

(American Psychological Association)

3. Americans aged 30-49 are the most stressed  
age group  
(Gallup)

4. Women feel more stressed-out than men

(APA)

5. In 2018, a third of US-based respondents visited a doctor for something stress-related

(Everyday Health)



6. 52% of Generation Z in the US have been diagnosed with mental health issues

(Everyday Health)

7. 57% of stressed-out respondents are  
paralyzed by stress

(Everyday Health)

8. 83% of US workers suffer from work-related stress

(Everest College)

9. In 2019, 94% of American workers reported experiencing stress at their workplace

(Wrike)

10. 35% of respondents said their main source of stress at work was their boss

(Korn Ferry)

11. During 2019, 80% of workers in the US  
were stressed as a result of ineffective  
company communication

(Dynamic Signal)

12. 63% of US workers are ready to quit their  
jobs due to stress

(Dynamic Signal)

13. In 2017, 39% of workers said that a heavy workload was their main cause of stress

(Statista)



14. Over a third of the people interviewed  
said their job was a regular source of stress in  
2018

(Everyday Health)

15. 54% of workers report that stress from work affects their life at home

(Wrike)

16. Work is among the top three sources of stress for Americans

(American Psychological Association)

17. 75% of workers believe they are more stressed-out than previous generations

(National Institute for Occupational Safety and Health)

18. Depression is one of the three main  
workplace problems for employee  
assistance professionals

(Mental Health America)

19. Only 43% of US employees think their employers care about their work-life balance

(APA)

20. During 2018, 76% of US workers said  
that workplace stress affected their  
personal relationships

(Korn Ferry)

21. Stress caused sleep deprivation for 66% of  
American workers in 2018

(Korn Ferry)



22. 16% of workers have quit their  
jobs due to stress

(Korn Ferry)

23. 60% of workers have left a job or would leave one over a bad boss

(Randstad USA)

24. 31% of surveyed US workers said that being unclear about expectations from supervisors is the most stressful element when experiencing change at work

(Chicago Tribune)

25. Around 46% of workers are considering  
joining the gig economy in 2019

(Randstad USA)

26. Workers reported that stress and anxiety affect their work productivity and co-worker relations more than any other factor

(Anxiety and Depression Association of America)

# 27. 51% of US workers are mentally “checked out” at work (Gallup)

This is ‘presenteeism’ – people attend work even though they are physically or mentally unwell.

Presenteeism can be a major concern if people won’t take time to recover

## **People in this situation...**

- Don’t get paid when they are off sick
- Are worried about losing their job
- Don’t want to adversely affect their promotion chances
- Don’t want to add to other people’s pressure because they are covering for them

28. 41% of stressed workers say stress leads  
to a loss in productivity

(Colonial Life)

29. Over a quarter of employees are at risk of burning out in the next 12 months

(Wrike - 2019)



30. Women are more likely to handle stress by eating more (46%) and talking with family and friends (44%), while men are more likely to have sex more frequently (19%) and use illicit drugs (12%)

(Anxiety and Depression Association of America)

31. Both men and women handle stress by consuming more caffeine (31%), smoking (27%), and exercising more frequently (25%)

(ADAA)

32. Only 40% of employees who suffer from stress have talked to their employer about it

(ADAA)

33. 34% of workers don't feel safe reporting stress because they think it would be interpreted as a lack of interest or unwillingness to do the activity

(ADAA)

34. Only four in 10 workers who report stress to their employer are offered some kind of help

(ADAA)

- Usually, this help consists of being referred to a mental health professional (26%) or being offered a stress-management class (22%).

35. Work-related stress causes 120,000 deaths and results in \$190 billion in healthcare costs yearly

(Center for Workplace Mental Health)

36. Companies spend around 75% of a worker's annual salary to cover lost productivity or to replace workers

(HuffPost)

37. Workers who take sick days due to mental health issues are seven times more likely to have further absences than those with physical health problems

(Mental Health Foundation)



38. Stress causes around one million workers  
to miss work every day

(American Institute of Stress)

39. The annual cost of lost productivity due to absenteeism tied to poor health was more than \$84 billion in 2013

(Gallup)

40. Over 20% of workers spend more than five hours of office time weekly thinking about their stressors and their worries

(Colonial Life)

41. 80% of US employees spend 12-20 hours per month dealing with financial concerns at work.

(International Foundation of Employee Benefit Plans)

42. Depression leads to \$51 billion in costs due to absenteeism and \$26 billion in treatment costs.

(Mental Health America)

# How ISO 45003 Can Help You and Your People

- Support mental health within your organization
- Improve your organizational resilience
- Enhance performance and productivity
- Improve recruitment, retention and diversity
- Enhance worker engagement
- Increase innovation
- Improve Legal compliance
- Reduce absenteeism from workplace stress, burnout, anxiety and depression

ISO 45003 Can Help Reduce These Costs!

Take our free course to see  
if it may be able to help you