



▶ WEBINAR • FOR THE LOVE OF PEOPLE

Breaking Barriers: Achieving Peak Performance with a Healthy Mind

Ines R ath, Nilo Health

Jonathan Chemouny, Lattice

24 OCTOBER • 11:30 BST / 12:30 CEST

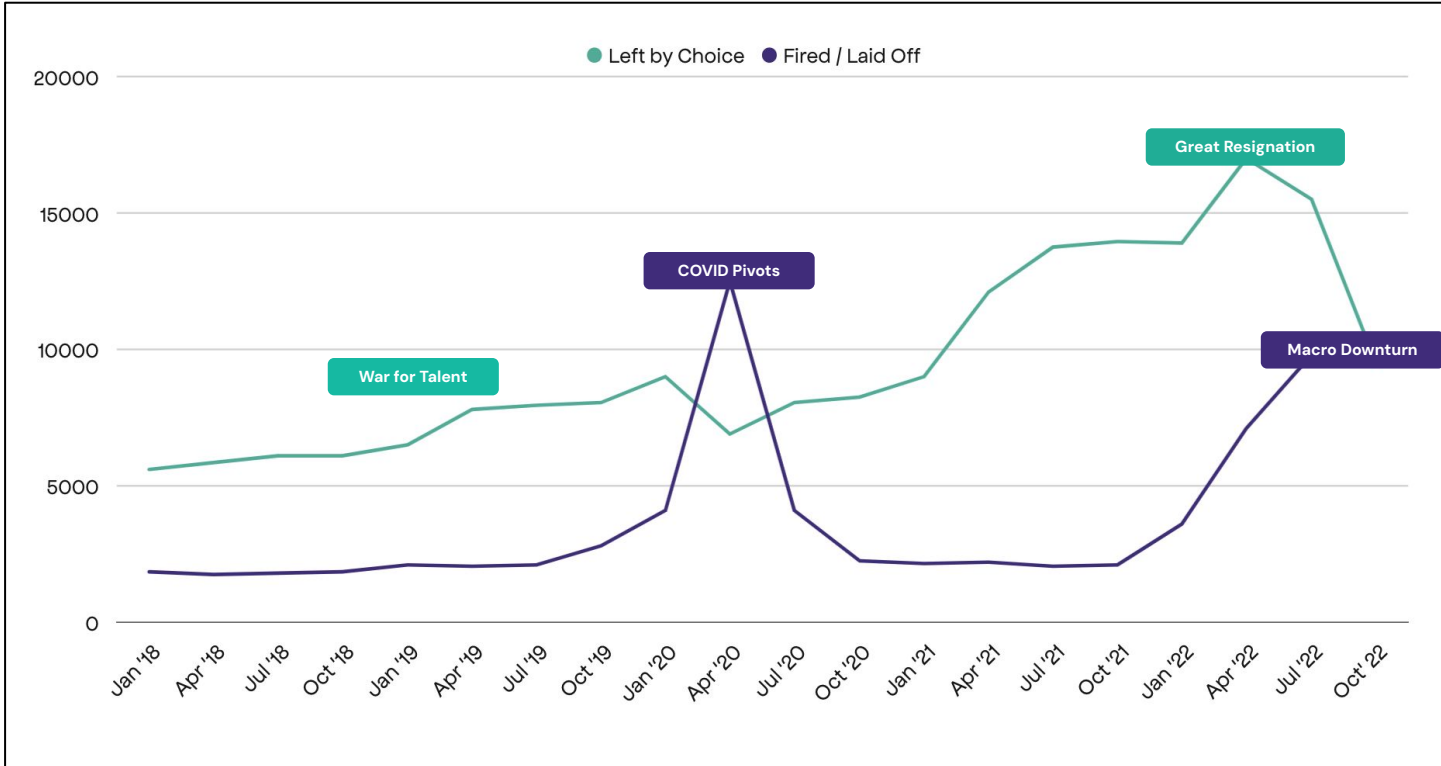


Framing Today's Discussion...



HR Meeting the Moment

The pace of change in HR can feel overwhelming

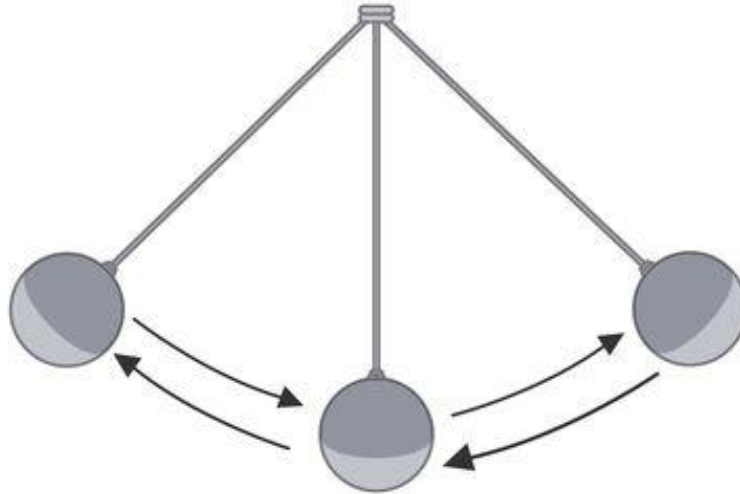


Monthly employees departing by choice or by layoffs | Jan 2018 – Nov 2022

The Pendulum Effect → HR Feels Whiplash

Company-centric

- COVID uncertainty; strategic workforce pivots
- "Return to work"
- Macroeconomic downturn
- Furloughs, RIFs



People-Centric

- Remote work
- War for talent
- Great resignation
- Rapid hiring for growth
- Retention at all costs

The New Way:
Company-People
Alignment



Aligning
performance
with employee
wellbeing



**Better
outcomes for
employees and
businesses**



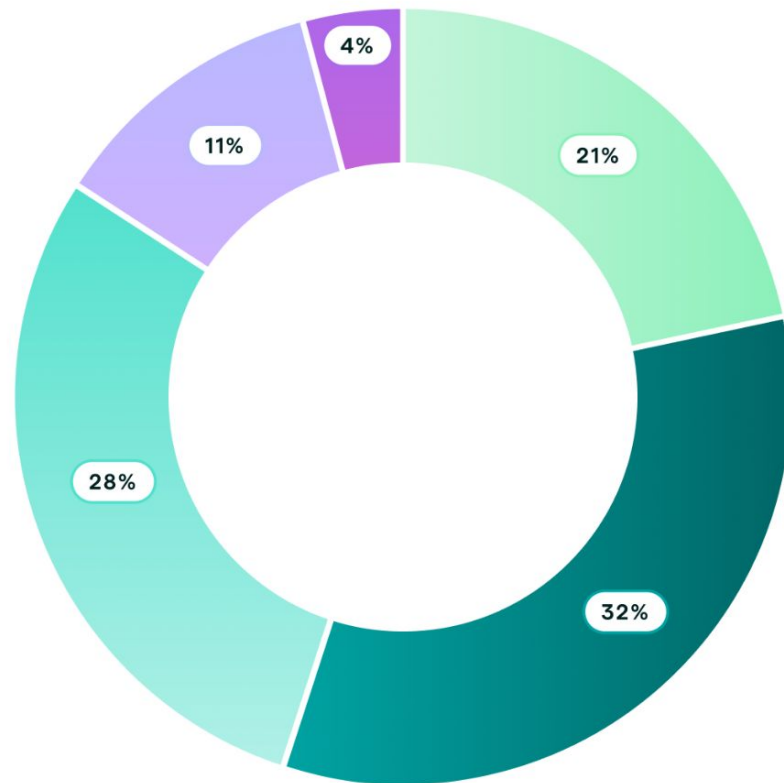
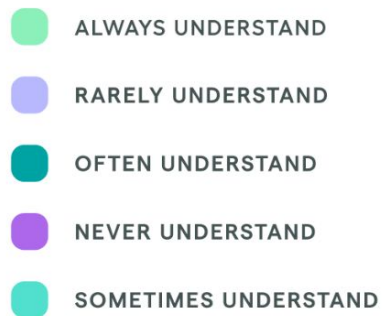
Let's dive into the research

Source: Lattice x YouGov – 1,000 UK employees



Only 1 in 5 employees always understand expectations

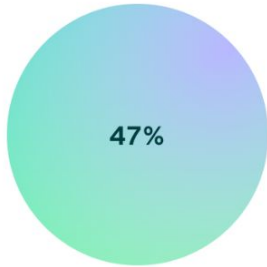
How often employees said they understand the expectations used in their performance reviews:



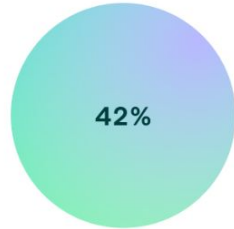
Based on a 2023 survey of 1,000 UK employees by Lattice and YouGov

What UK workplaces are offering employees

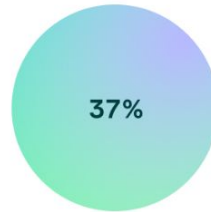
Employees were asked to indicate which of the following were provided by their employer (% selected):



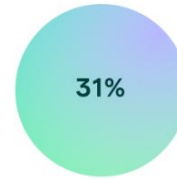
Flexible working policies



Access to mental health/
wellness support



Flexible personal time off



Regular 1:1s with your
manager



Performance-based
bonuses



System/process to provide
honest feedback



Clear performance expectations
and metrics for my role



Clear performance
expectations and metrics
for my team/department



Cost of living support



None of these

Based on a 2023 survey of 1,000 UK employees by Lattice and YouGov

1 in 3

Employees have regular 1-1s with their manager

15%

Have regular career growth conversations

13%

Have a clear career growth path

Less than

1 in 4

Have clear performance expectations and metrics



Source: YouGov survey of 1000 UK employees commissioned by Lattice in June 2023

UK employees also lack access to professional development resources

Only 11%

Have a professional development budget available

Just 15%

Have access to mentorship



Source: YouGov survey of 1000 UK employees commissioned by Lattice in Feb 2023

Employees are feeling the pressure...

Over 50%

**Of employees are
experiencing
burnout in their
current roles.**

**With managers feeling the
brunt of burnout**



Source: YouGov survey of 1000 UK employees commissioned by Lattice in Feb 2023

Employees need these 5 things to do their best work

Employees were asked to select the most important factors in a work environment where they perform at their best:



Feeling trusted by managers/superiors



Flexible working policies



Clearly defined responsibilities



Regular praise and recognition



Positive and inclusive company culture

Based on a 2023 survey of 1,000 UK employees by Lattice and YouGov



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