

## About PS Culture Matters

We help small to mid-sized organizations in every sector to MAKE MONDAYS BETTER! That's our Mission Statement, we think you get it. People are your greatest???

## Customer Focused Culture Toolbox

### Accountable Culture Management™

A 3 phase, 9 step, iterative approach to erase the reds and become all greens for a 17% improved bottom line.

### Generally Accepted People Metrics™

GAPM™ gives you the culture assessment of your reds (bad!), yellows (not good!), blues (fine) and greens (Strengths!) in your culture and a focused set of priorities to improve your culture.

See more at:

[www.PSCultureMatters.com](http://www.PSCultureMatters.com)

or email us at

[Info@PSCultureMatters.com](mailto:Info@PSCultureMatters.com)

[nmartin@hrboost.com](mailto:nmartin@hrboost.com)



## Stressed Employees?

Even before the pandemic we had major mental health issues...now affecting over 40% of employees.

## 4 Things to do NOW to help reduce STRESS!

More employees than ever are experiencing stress from all aspects of life. The impact on employers is the loss of productivity and potentially the loss of talented workers. Those MOST at risk are the most valuable employees. The experienced and veteran employees are the people who end up dealing with the bulk of the problem solving and absorb everyone else's stress which gives them COMPOUNDED stress at work . . . not to mention they are dealing with remote work, hybrid work, home school issues, illness and changing mandates/compliance, etc. What can your team do now?

**1) Don't Make Vacation A Punishment!** Encourage employees to plan and TAKE much needed R&R time. Work from home is NOT a vacation. Having to log in from vacation, is NOT a vacation. Having your work pile up while you are on vacation because nobody is covering at least 75%-80% of your work is NOT a vacation.

**2) EAP is Key, Key, Key.** Remind employees of your EAP information. Better yet, bring them IN for lunch and learn sessions.

**3) Create Stress Breaks:** Bring in a masseuse once a month or buy lunch for the office once a month or have a team building fun time once a quarter, or quit early and go out from 4-5pm for some team drinks and appetizers to just let your collective hair down. Now, again, don't do this if you cannot also make sure they don't "suffer" from work piling up. See item #1!

**4) Give Employees a VOICE!** Empowered employees are collaborative. Collaborative cultures make or save 17% of the annual bottom line. So this one is in your interest financially! Give your employees a safe and objective way to assess the culture and then provide them with tools and responsibility to IMPROVE the culture. People feel less stress when they have some control, influence, and empowerment. When they don't have that, or they feel like things are being done TO them rather than with them...they lack a vision, lack a plan, and lack the HOPE they need to reduce stress and accomplish the organizational mission. A costly mistake for any team.

*Email us today for a free trial overview of our culture assessment tool GAPM™ and get connected with a culture coach because...Culture Matters! We can help!*

Email: [GAPM@PSCultureMatters.com](mailto:GAPM@PSCultureMatters.com)

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