

Long Story Short: Improve Your Attitude and Relationships in The Workplace

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If you're feeling on edge and burned out, take some time to slow down and reconnect with yourself, and your employees.

In this week's top stories, 95% of employees say their managers are making their work experience worse, according to HR software platform, Humu. To improve their dynamic and create a psychologically safe environment, managers need to improve soft skills like listening, problem solving and a positive attitude.

"Things like creating structure and setting clear priorities, creating a sense of trust and recognizing people on your team are much more powerful predictors of whether people stay around and perform well," says Jessie Wisdom, co-founder and head of people science at Humu.

But managers have to take care of themselves, too — that's where a meditation practice could come in handy. The founder of Create Meditation shares his top tips for bringing mindfulness into your day-to-day routine.

Some employees are finding balance by moving to a place that facilitates it. Software company Tipalti rounded up the top countries where people work less, but make the most. Switzerland, Australia and Ireland all made the list. How can you improve your attitude about work? Check out more advice from these stories:

95% of employees say managers are making everything worse. Can improving soft skills help?

Two years into the pandemic and burnout remains the primary stressor for most employees, 95% of whom claim that bad managers are making everything worse, according to a recent report from HR software platform Humu.

Improving those relationships could benefit from learning soft skills, which refer to the less technical and more social and emotional skill sets such as critical thinking, problem solving, teamwork, leadership, professional attitude and work ethic. Associate editor Paola Peralta explores how managers can gain these skills to keep their workers happy.

Take a breath: How to use meditation to find balance at work

Employees have a lot on their minds these days, but taking a little time for self-care can help them move through their day with a clear head. And it could take just a few seconds to get into a better mindset.

"The optimal breathing rate for humans is five-and-a-half seconds in and five-and-a-half seconds out," says Carson Finkle, founder of Create Meditation. "When we breathe at that rate, it's signaling to our body that we're in homeostasis — that we're relaxed, we're calm, we're safe." He shares his top tips for practicing mindfulness in and out of the workplace.

10 countries where you can work less and make more

Would you move countries if it meant you could work less hours for more money? For employees wanting to make the most out of their paychecks, software company Tipalti looked at where they get the most bang for their buck. And while money plays a role, having the time to enjoy it is important for employees' well-being, too. Here are the 10 countries where employees have found the ideal balance:

An offer they can't refuse: Secrets to success in hiring and keeping talent

Employees aren't just looking for higher wages (though of course, many are); they're looking to be treated as valued individuals with a stake in the enterprise, write contributors Ruth Hunt and Tom Kelly. Employers who understand the importance of caring for employees as people first — and acknowledging their varied needs — can better differentiate themselves amidst the escalating competition for talent.

Doing that means investing in well-being programs that include financial well-being. Employers seek to support employees with not just retirement savings but addressing day-to-day concerns and distractions, with solutions focused on improving budgeting, reducing student loan debt,

increasing emergency savings and more. These benefits can not only support their financial well-being, but improve physical health, and address anxiety and stress.