

# DRIVEN TO DISTRACTION

## The Relationship between Presenteeism, Lost Productivity and Divorce



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This talk focuses on lost productivity due to the distraction of divorce, and the ways in which Human Resources can provide services to bring the employee back to productivity.

The Center for Disease Control states that Presenteeism, being physically at work but mentally checked out due to emotional and physical pain, costs U.S. corporations hundreds of billions of dollars a year in lost productivity. Divorce is the #2 stressor in a person's life next to death and is one of the primary causes of Presenteeism due to emotional pain.

They're in pain and they need your help. They need the Recipe for a Heart-Healthy Divorce™.

### Did You Know...

- 50% of first marriages, 60% of second marriages, 70% of third marriages end in divorce
- 1 in 10 employees will divorce yearly
- Up to 300 billion dollars in lost productivity yearly
- Employee productivity impacted for 3-5 years and a drop in performance by 50% - 70%
- There are health-related costs due to stress
- Co-worker stress is imminent
- If divorce is acrimonious employees need time to attend Hearings, Depositions, Legal Meetings, and Mediations for an average of 160 hours in work time yearly
- Co-parenting may effect ability to work overtime

### LEARNING OBJECTIVES

1. How to better understand the effects of divorce in the workplace and how to fix it
2. How to Identify who is going through divorce in order to provide support
3. How to Maintain Productivity and Make the Workplace a Respite from Divorce
4. How to Provide Wellness Services specific to the needs of divorcing employees
5. How to Create a Safe Environment for Mental Health demands due to Divorce



### RESULTS

1. A Return to Productivity
2. Increase in Employee Loyalty for having cared in some way
3. Connection, sympathy, trust and understanding is created through employer support
4. Culture of trust where employees can connect with each other