

SUSTAINABLE HIGH PERFORMANCE

Building vitality and resilience in
high-pressure roles



OPWERKZAAM

WELZIJN WERKT!



BALANCING ACTS

work-life balance and resilience
among high-performance coaches,
referees and the entourage



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AGENDA

Talking & listening

Running numbers

Workplace wellbeing & vitality

Sustainable employability and performance

Closing



**I'M ALL
EARS**



What comes to mind when you hear workplace wellbeing?



Which of these has the biggest positive impact on your wellbeing? (pick one)

Exercise / movement



Feeling valued and safe



Good sleep



Connection with others



Healthy food



Work-life balance



Which area of wellbeing gets the most attention in your organization right now?

Environnemental & Financial wellbeing



Mental & emotional wellbeing



Physical wellbeing



Social wellbeing



Spiritual & intellectual wellbeing





THE NUMBERS



FACTS



1,6 MILLION

people suffer from burnout
complaints



41%

of employees believe that
measures are needed to
combat work stress



33%

of employees experience
excessively high job
demands

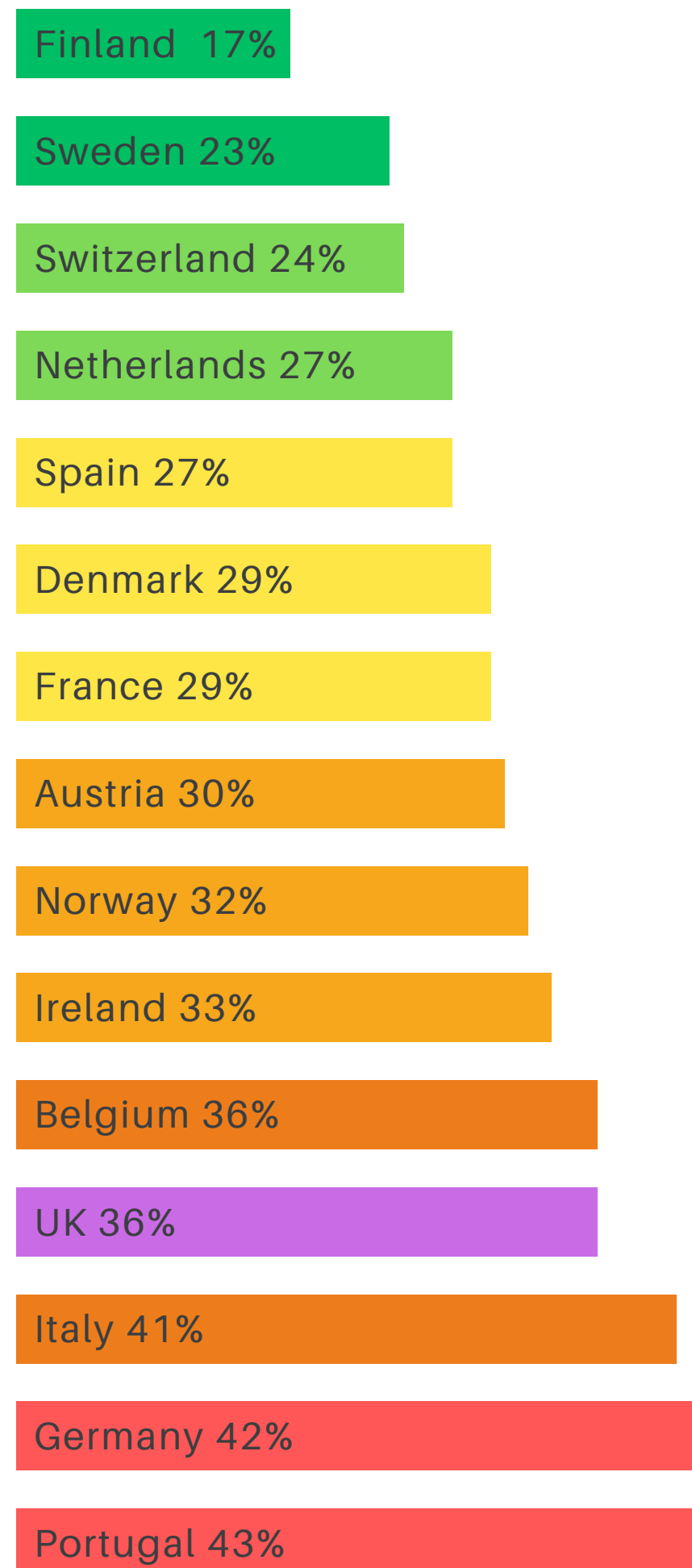
Source: De cijfers op deze pagina zijn gebaseerd op de Nationale Enquête Arbeidsomstandigheden (NEA) 2022. De kosten zijn gebaseerd op de NEA 2021. De NEA wordt uitgevoerd door TNO en CBS.



UK inactivity levels compared to European neighbours.

*From most to least
active*

Proportion of adult
population
physically inactive



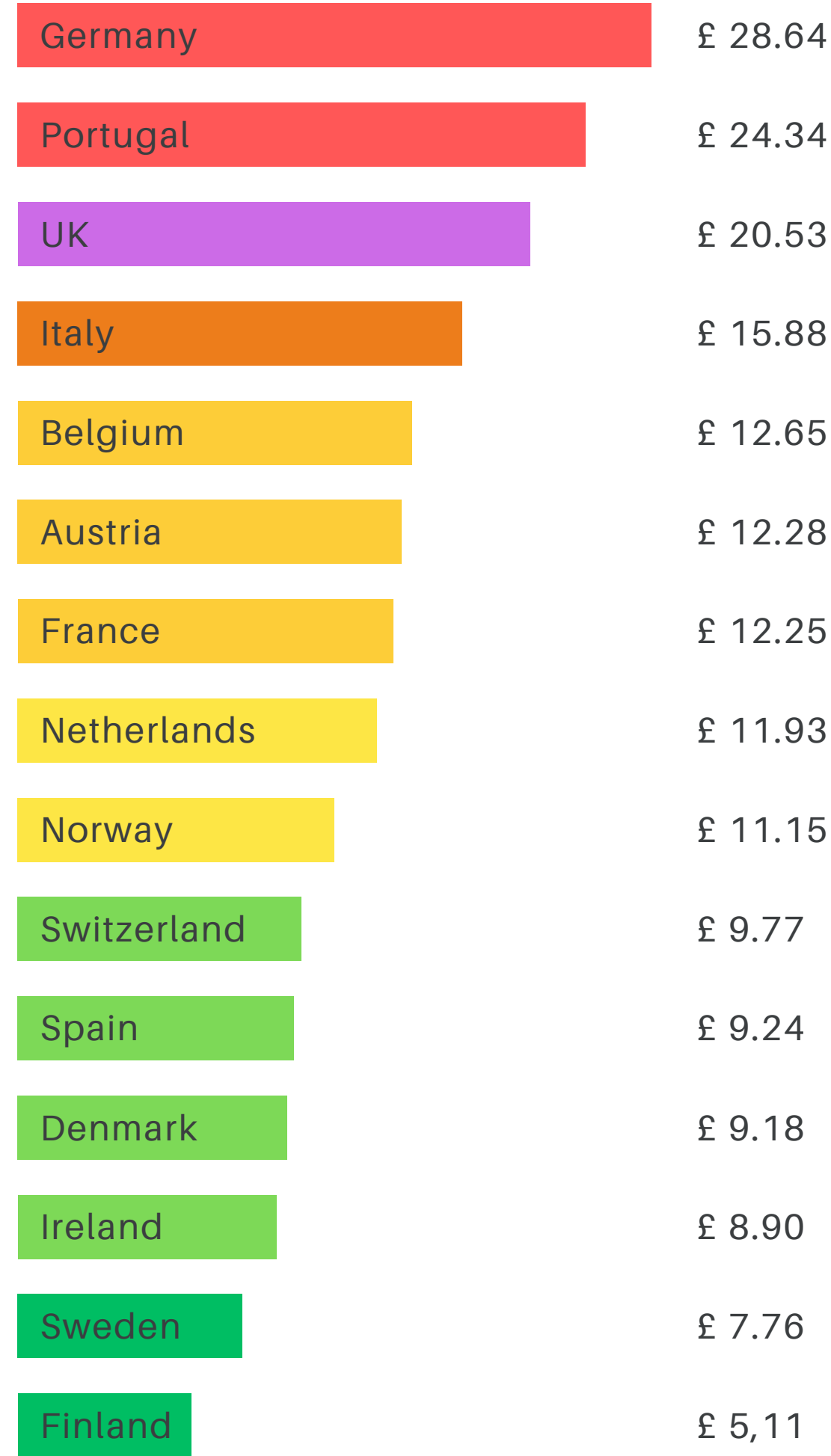
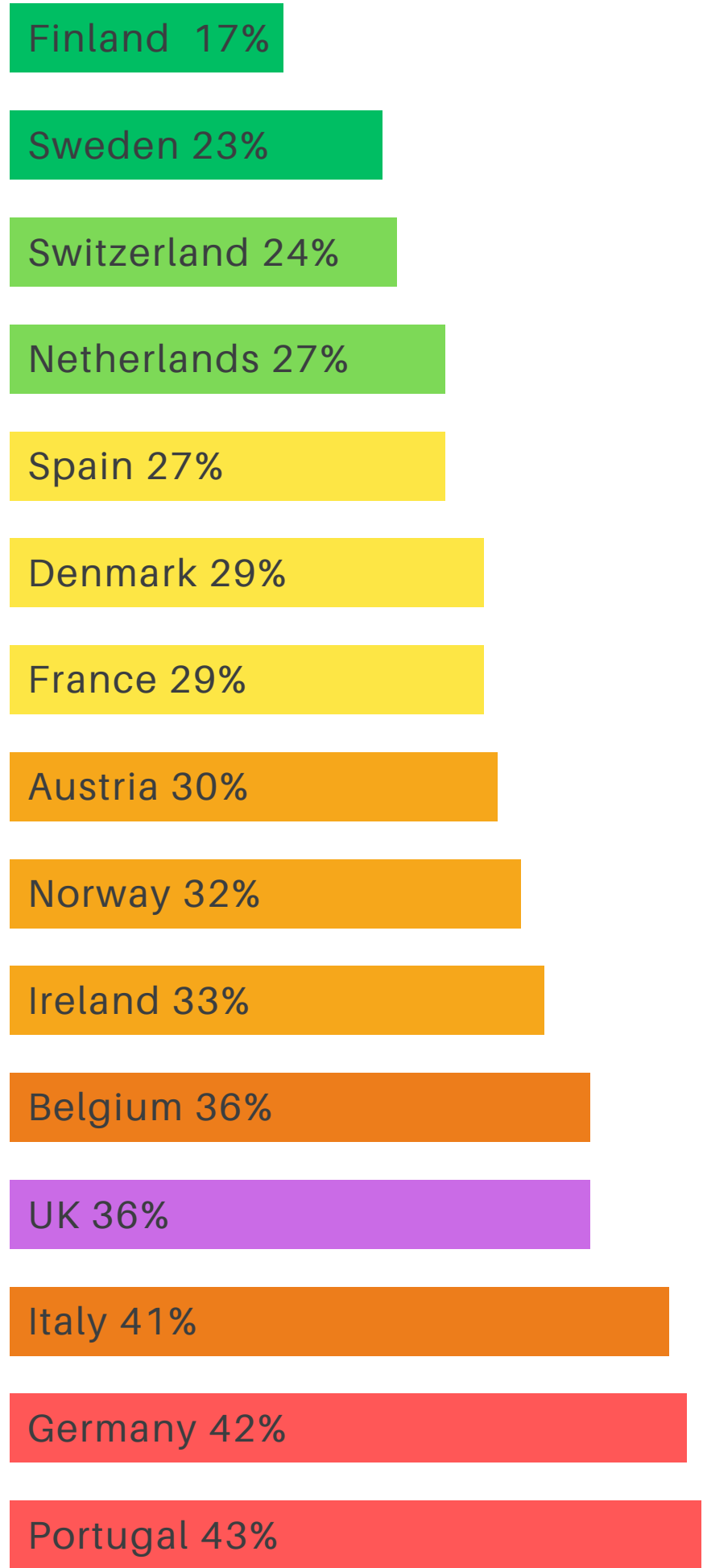
Direct healthcare costs related to inactivity per capita

These costs are for new preventable cases of coronary heart disease, stroke, type-2 diabetes, hypertension, seven types of cancer, dementia and depression resulting from physical inactivity per year.

Germany	£ 28.64
Portugal	£ 24.34
UK	£ 20.53
Italy	£ 15.88
Belgium	£ 12.65
Austria	£ 12.28
France	£ 12.25
Netherlands	£ 11.93
Norway	£ 11.15
Switzerland	£ 9.77
Spain	£ 9.24
Denmark	£ 9.18
Ireland	£ 8.90
Sweden	£ 7.76
Finland	£ 5,11



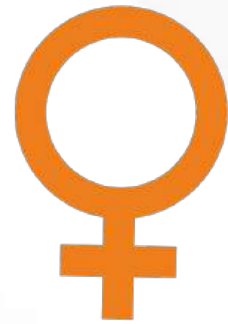
In terms of wellbeing the UK ranks 9th in Europe.



Source: Sport and physical activity pledge via The Sport and Recreation Alliance



BURN-OUT



EMOTIONAL EXHAUSTION

Women consistently report **significantly** higher levels of EE.

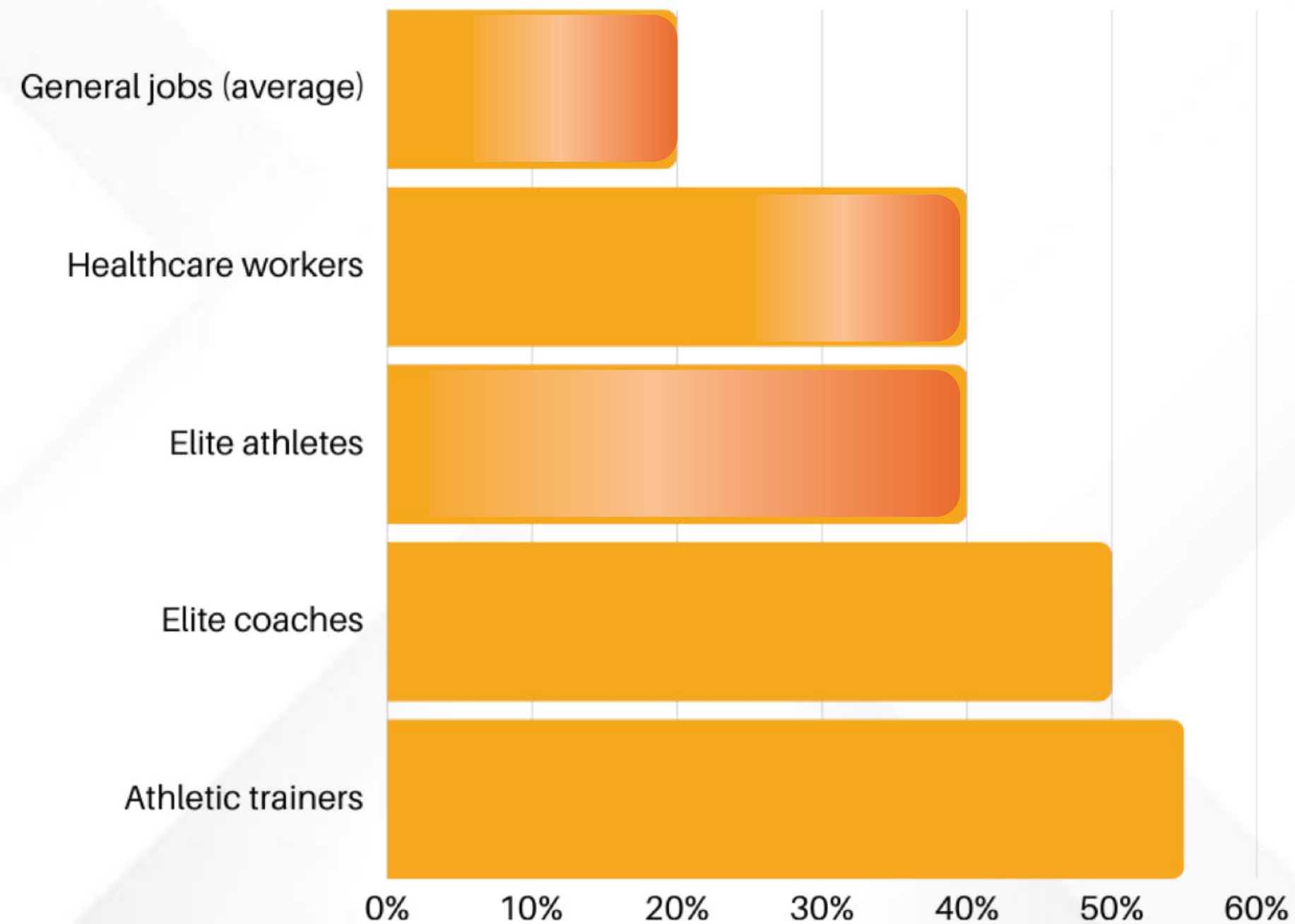


DEPERSONALIZATION

Men tend to report **slightly** higher levels of DP than women on average.



BURN OUT STATISTICS



Gustafsson, H., et al. (2011). Burnout in athletes: A systematic review. *The Sport Psychologist*.
Gustafsson, H., et al. (2017). Prevalence and correlates of burnout in competitive adolescent athletes.
Hjalm, S., et al. (2013). Burnout among elite soccer coaches.
Kania, M. L., et al. (2009). Job satisfaction and burnout among athletic trainers.
Maslach, C., & Leiter, M. P. (2016). Understanding the burnout experience.



RESILIENCE & VITALITY





VITALITY

MENTAL

EMOTIONAL

PHYSICAL

FREEDOM

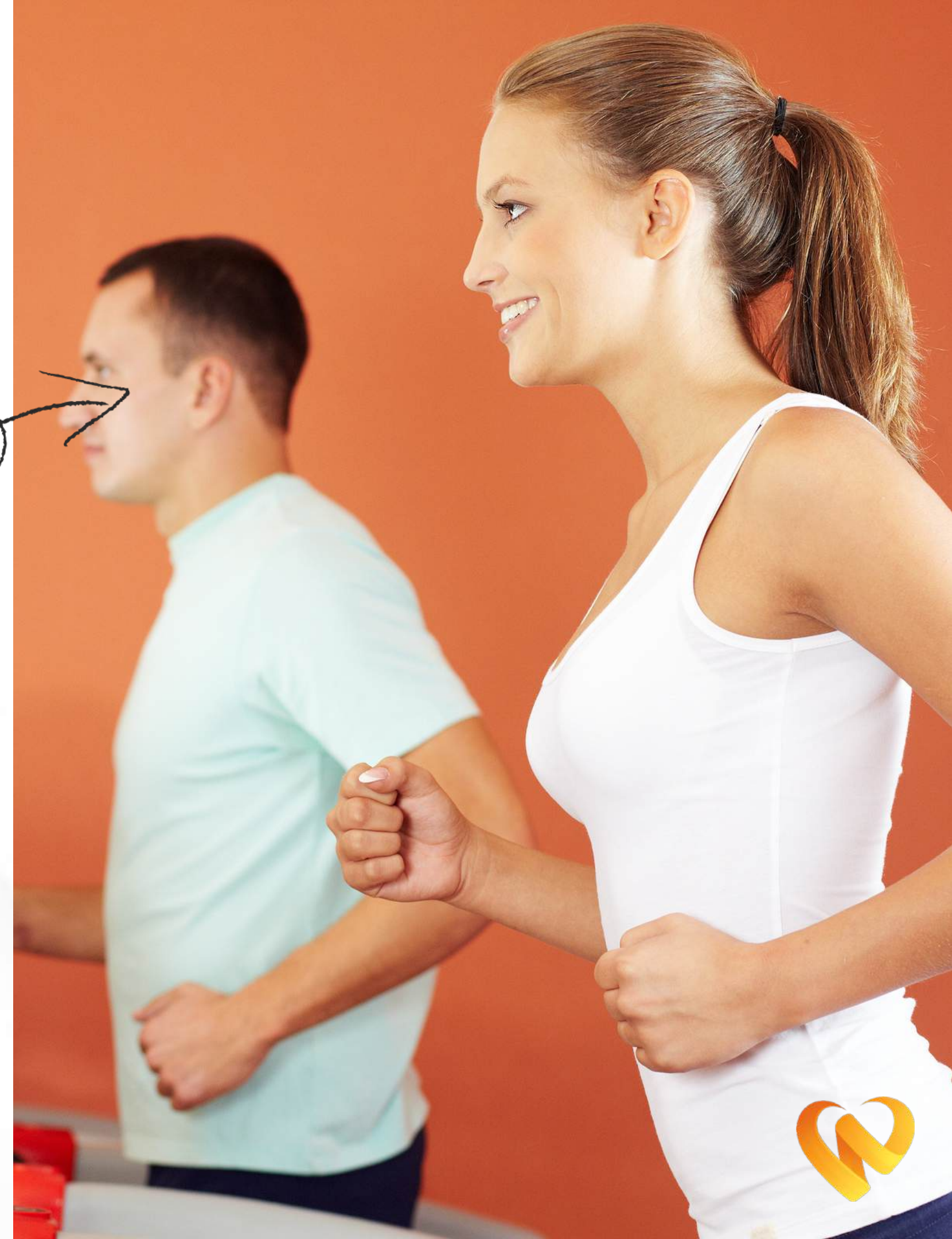


WORK PLACE WELLBEING



WORK PLACE WELLBEING

- * How do I feel *about* work?
- * How do I feel *at* work?
- * *Why* do I feel this way?



OUR WAY OF WORKING

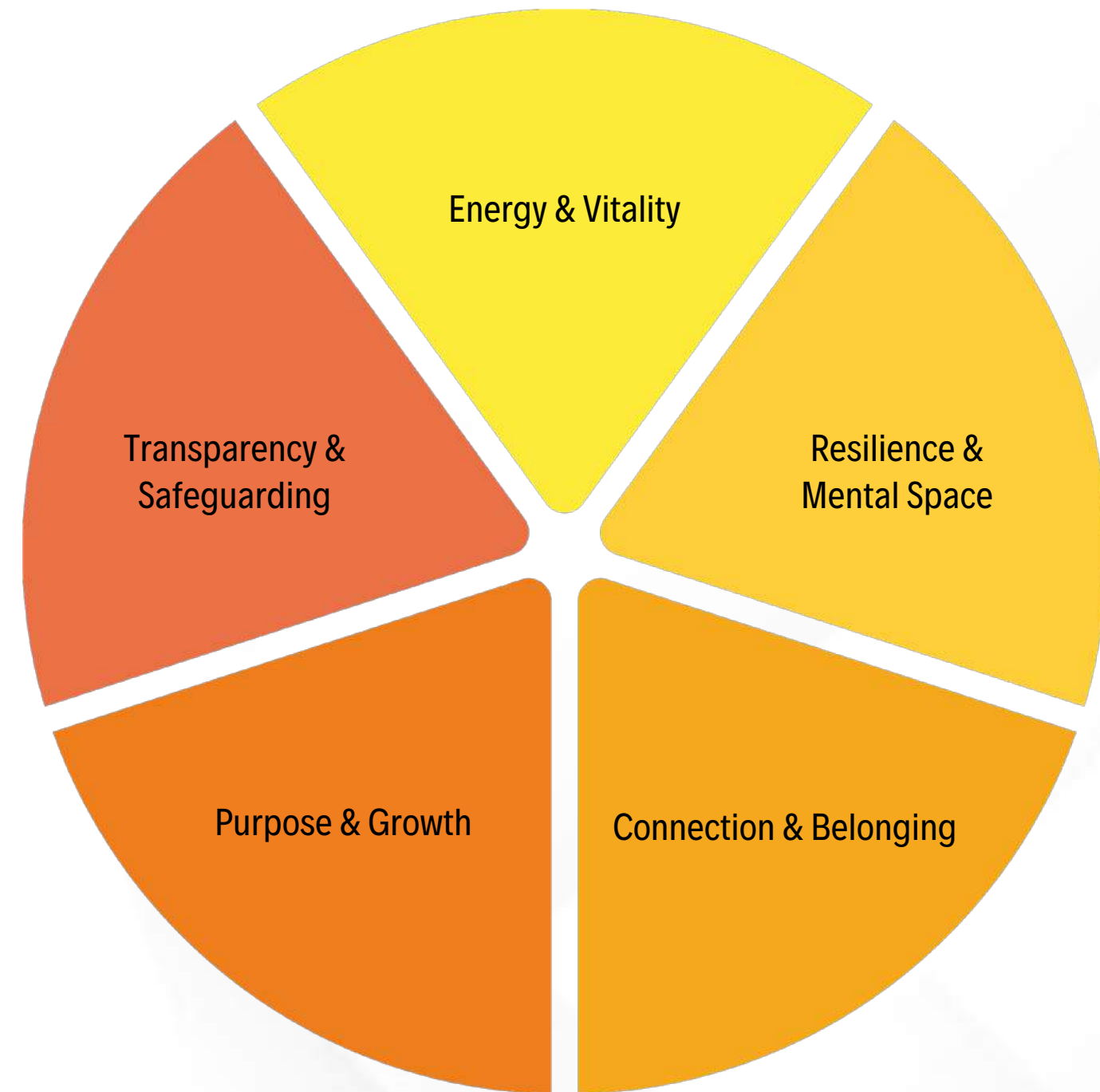


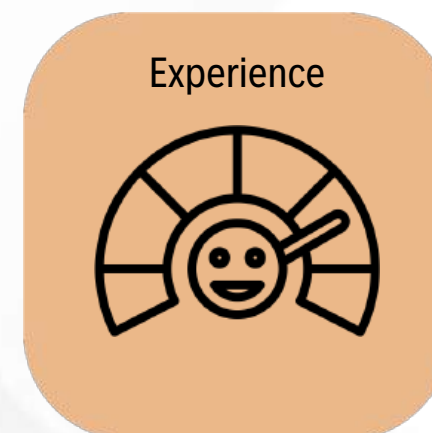
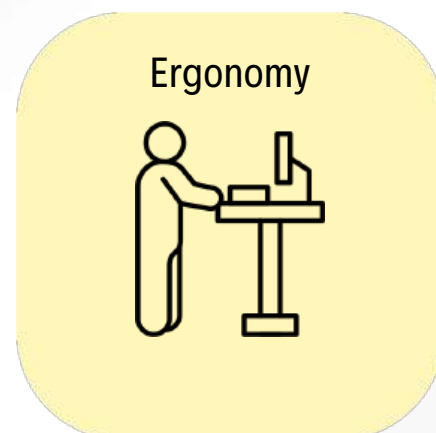
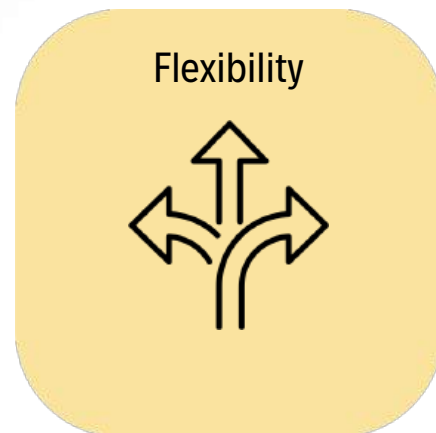
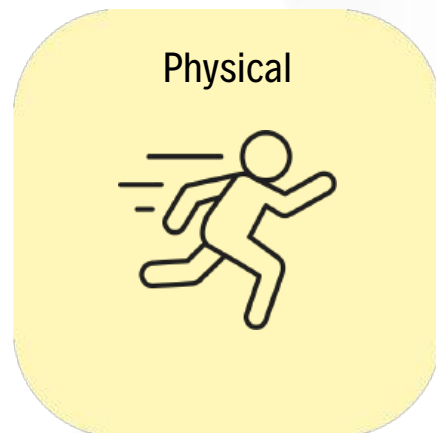
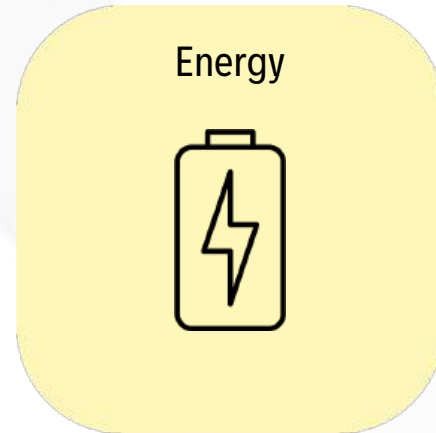


WELLBEING DIMENSIONS



THE WELLBEING PILLARS





OVERVIEW





BRAINSTORM

We're going to brainstorm
high-impact wellbeing solutions that
are easy to implement in your
organization.

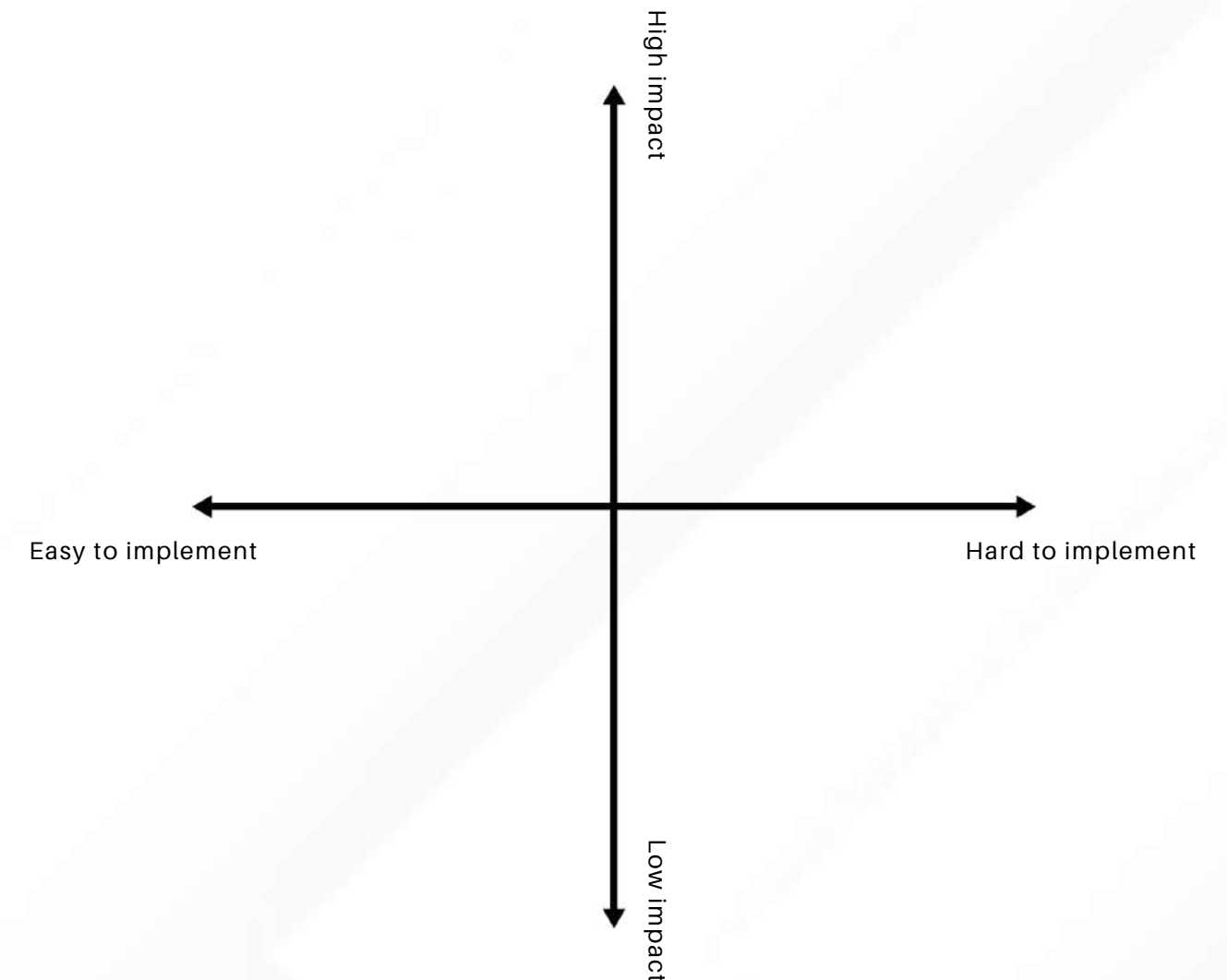


Case 1: Work-Life balance challenges for a head coach

A head coach in a high-performance sports team feels constantly expected to be available — to athletes, parents, management, sponsors, and the media. As a result, she struggles to find time for personal recovery, family, and rest. This ongoing demand is draining her energy and ultimately impacting her effectiveness.

Brainstorm

How can the organization or team, establish conditions that enable this coach to better separate work and personal life, while sustaining her energy and effectiveness?

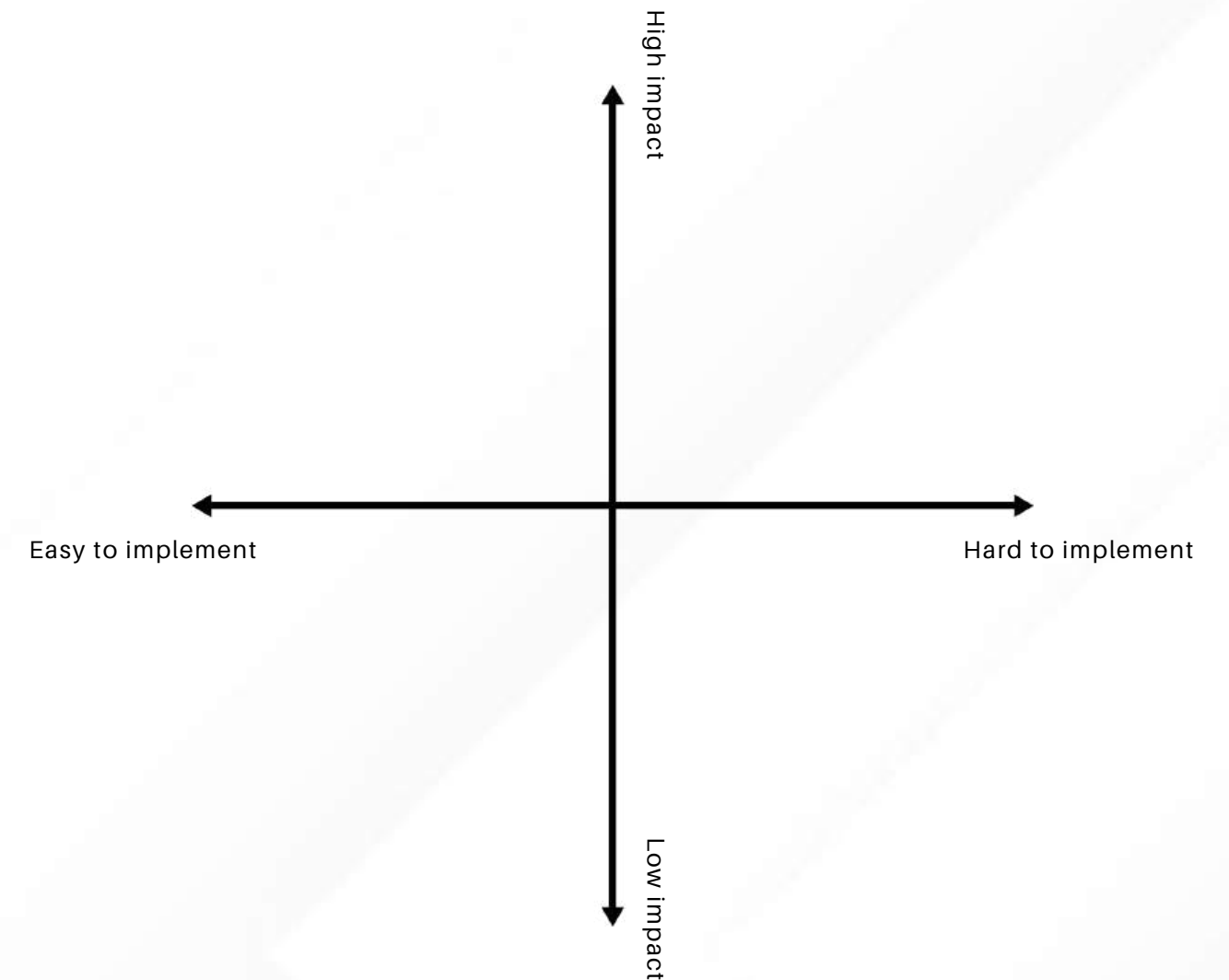


Case 2: Insufficient support for officials

A referee works long hours each week, travels extensively, faces high pressure, and receives little to no follow-up care or support after incidents. The federation aims to ensure this group can continue to perform sustainably over time.

Brainstorm

How can the federation structurally enhance social and mental support for this official in a way that doesn't demand significant extra time or financial resources?



CONCLUSIONS





Q&A





**YOU CAN'T STOP THE WAVES, BUT
YOU CAN LEARN TO SURF.**

- Jon Kabat-Zinn



DANKE SCHÖN!



OPWERKZAAM

WELLBEING WORKS!

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