
Overload & Overwhelm – Survey Results

The Inside Scoop At A Glance

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How serious is the challenge of overload and overwhelm in the workplace?

- 896 survey respondents gave the issue an average rating of 5.2 on a scale of 1 (not serious) to 7 (extremely serious).
- In fact, 88% pegged O & O at a moderately serious to extremely serious level in their workplaces.

Why Are O&O Such A Big Deal?

Impact On The Organization:

- Poisonous Work Environment: 34%
- Diminished Workforce Capacity: 22%
- Reduced Productivity: 19%
- Communication /Relationship Breakdown: 8%
- Reduced Quality Of Life: 6%
- Less Strategic/ More Reactive: 5%
- Poor Customer Service: 5%
- Other: 1%

Impact On The Individual:

- Decline In Emotional Wellbeing: 29%
- Decline In Physical Health and Vigor: 24%
- Personal Relationships Compromised: 23%
- Work Performance & Professional Relationships Compromised: 7%
- Diminished or Abandoned Self Care Practices: 6%
- Mental Function Impaired: 6%
- Other: 5%

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What Causes O & O Problems In Your Workplace?

- Excessive Workloads: 26%
- Insufficient Resources: 23%
- Ineffective Planning & Communication: 8%
- Fuzzy Focus: 7%
- Inflated Performance Expectations: 7%
- Labour Gap Issues: 7%
- Incessant Change: 6%
- Workplace Culture Pressures: 5%
- Surprises / Unexpected Needs: 3%
- Uneven Performance Management: 3%
- Other: 6%



What Are Your Best Strategies For Minimizing O & O?

- Reset Collective Expectations: 16%
- Prioritize & Reprioritize: 12%
- Actively Share The Load: 12%
- Take a Break: 10%
- Get Perspective: 10%
- Physical Exercise: 9%
- Invest in Planning: 8%
- Strengthen Self Care Practices: 5%
- Connect With Supporters: 5%
- Create Positive, Appreciative Atmosphere: 4%
- Focused Work Blitz: 4%
- Access Supportive Workplace Programs: 2%
- Pursue Other Interests: 2%
- Change Work/Employers: 1%
- Other: 2%

