Creating Culture: Fostering Wellness

Interpreting The Veteran Workforce Toolkit

The Great Resignation

The Great Resignation, a term used to signal the 4.5 million Americans who quit their jobs, is quintessentially a seismic statement about the culture of work and a rejection of a return to how things used to be. The pandemic served as a catalyst of disruption with an inability to "unsee" the effects of unchallenged work norms and the negative impacts on workers' mental health. While there are a variety of theories as to what sparked it, one thing not in dispute is that workers profoundly changed.

Employers are grappling to reconcile the new realities with their pre-pandemic office environment—whether it's fully on-site, partially remote, or entirely remote. Alarmingly, many workers continue to report:

High Levels of Stress at Work

Reduced Autonomy

Career Stagnation

Now more than ever, it is imperative that workspaces create environments in which all employees can thrive. Our toolkit focuses on the tools to set employees up for success while helping supervisors create safe spaces and reinforce healthy habits. This is driven through empathy and resilience-based leadership and policies and practices that are regularly reinforced, re-evaluated, and developed with the diverse workforce in mind .

How it Looks:

Intentional culture creation is essential and you must align your culture with your organization's objectives. We provide a comprehensive assessment of your current cultural norms, followed by collaborating with your team to fill gaps in training, develop actionable plans, while crafting policies and procedures to foster an environment for employees to excel.

Military members believe employers have a number of misconceptions about veterans that may hinder their willingness to hire them

Statistic from the University of Phoenix

working from the assumption that military vets suffer from the long-term effects of being in combat and other high stress situations