$ SUDFWLFDO JXLGH
PDQDJLQJ DQG VXSS
SHRSOH ZLWK PHQW
SUREOHPV LQ WKH Z

8SGDWHG HGLWLRQ
0HQWDO +HDOWK)LU
(QJODQG &,&

7KLV UHVRXUFH ZDV RULJLQDOO\ GHYHORSHG E\ 6KLIW W
SURJUDPPH WR UHGXFH WKH VWLJPD DQG GLVFULPLQDWLR

7DONLQJ DERXW PHQWDO KHDOW

)RUHZRUG

- DFKLHYH D VXFFHVVIXO UHWXUQ WR ZRUN
- VXSSRUW DQ HPSOR\HH WR PDQDJH D ORQJ WHUP LOOQHVV ZKLOH VWD\LQJ LQ ZRUN DQG
-

:KLOH WKLV UHVRXUFH IRFXVHV RQ PHQWDO KHDOWK UDWKHU WKDQ oVWUHVVp WKH ZD\ \RX PDQDJH VWDII ZKR PD\ EH H[SHULHQFLQJ SUHVVXUHV DW KRPH DQG RU DW ZRUN ZLOO KDYH D VLJQLILFDQW LPSDFW RQ WKHLU UHVLOLHQFH DQG PHQWDO KHDOWK :KHUH OLQH PDQDJHUV KDYH WKH DSSURSULDWH SHRSOH PDQDJHPHQW VNLOOV HPSOR\HHV DUH PRUH OLNHO\ WR GHYHORS KHDOWKLHU ZD\V RI FRSLQJ ZLWK WKHLU FRPSHWLQJ SUHVVXUHV

:KDW \RX FDQ GR WR VXSSRUW \RXU VWDII

8. RUJDQLVDWLRQV ZKR DUH OHDGLQJ WKH ZD\ LQ XQGHUVWDQGLQJ LGHQWLI\LQJ DQG VXSSRUWLQJ WKH QHHG IRU JRRG PHQWDO KHDOWK LQ WKH ZRUNSODFH DUH LQYHVWLQJ LQ GHYHORSLQJ WKHLU PDQDJHUV 0+)$ WUDLQLQJ LV RQH ZD\ WR HGXFDWH \RXU HPSOR\HHV WR VSRW WKH ILUVW VLJQV RI PHQWDO LOO KHDOWK DQG JLYH WKHP WKH NQRZOHGJH DQG FRQILGHQFH WR KHOS WKRVH LQ GLVWUHVV

7KH +HDOWK DQG 6DIHW\ ([HFXWLYH +6(0DQDJHPHQW 6WDQGDUGV XVH D ULVN DVVHVVPHQW SURFHVV WR KHOS RUJDQLVDWLRQV LGHQWLI\ WKH H[WHQW DQG FDXVHV RI HPSOR\HHVp ZRUN UHODWHG VWUHVV DQG VXJJHVW ZD\V WKDW HYHU\RQH LQ WKH RUJDQLVDWLRQ FDQ ZRUN WRJHWKHU WR ILQG ZD\V RI SUHYHQWLQJ DQG PDQDJLQJ VWUHVV PRUH HIIHFWLYHO\

7KH +HDOWK DQG 6DIHW\ ([HFXWLYH +6(&KDUWHUHG ,QVWLWXWH RI 3HUVRQQHO DQG 'HYHORSPHQW &,3' DQG ,QYHVWRUV LQ 3HRSOH KDYH DOVR GHYHORSHG D VWUHVV PDQDJHPHQW FRPSHWHQF\ IUDPHZRUN IRU OLQH PDQDJHUV ,W VHWV RXW WKH NH\ EHKDYLRXUV WR KHOS PDQDJHUV PLWLJDWH DQG PDQDJH VWUHVV DW ZRUN DQG KHOSV WKHP LGHQWLI\ WKHLU VWUHQJWKV DQG DUHDV IRU 0p % @À•0€H RLLWLJOW W_O OHBUN FIRU FLW UHVX NH\3HVWUSOH G BVRQRU LOO KHrRXUV VHRLNH\3,TJH VWUH WK •00€P€`€0à€À€0

K WR @0`ð0p0 ` €0€`€À€0LHP`@0ÀR p0€ 0DQG VXJ@•0€ð0p0€HÂ0VHV

$ FOLQLFDO GLDJQRVLV GRHV QRW LQGLFDWH ZKDW D SHUVRQ FDQ RU FDQQRW GR $OVR WKH ZD\ LQ ZKLFK VRPHRQH H[SHULHQFHV DQG OLYHV ZLWK WKHLU PHQWDO KHDOWK DQG WKH OHYHO RI VXSSRUW QHHGHG ZLOO YDU\ IURP SHUVRQ WR SHUVRQ

1R KHDOWK ZLWKRXW PHQWDO KHDOWK

1R KHDOWK ZLWKRXW PHQWDO KHDOWK LV D FURVV GHSDUWPHQWDO PHQWDO KHDOWK RXWFRPHV VWUDWHJ\ IRU SHRSOH RI DOO DJHV ,W UHFRJQLVHV WKDW ZH DOO QHHG WR WDNH UHVSRQVLELOLW\ IRU FDULQJ IRU RXU RZQ PHQWDO KHDOWK DQG WKDW RI RWKHUV DQG DOVR WKDW ZH QHHG WR FKDOOHQJH WKH EOLJKW RI VWLJPD DQG GLVFULPLQDWLRQ ,W FDOFXODWHV WKDW

- PHQWDO LOO KHDOWK UHSUHVHQWV XS WR RI WKH WRWDO EXUGHQ RI LOO KHDOWK LQ WKH 8.
- LW LV WKH ODUJHVW VLQJOH FDXVH RI GLVDELOLW\
- ,W WDNHV XS RI WKH VHFRQGDU\ FDUH EXGJHW DQG
- 0RUH WKDQ € ELOOLRQ LV VSHQW DQQXDOO\ RQ VRFLDO FDUH IRU SHRSOH H[SHULHQFLQJ PHQWDO LOO KHDOWK

:KLOVW LW UHFRJQLVHV WKH SHUVRQDO FRVW RI PHQWDO LOO KHDOWK WKH VWUDWHJ\ LV FOHDU WKDW JRRG PHQWDO KHDOWK DQG ZHOO EHLQJ EULQJ ZLGHU VRFLDO DQG HFRQRPLF EHQHILWV FXUUHQWO\ HVWLPDWHG WR EH ZRUWK € ELOOLRQ LQFOXGLQJ € ELOOLRQ RI ZRUN UHODWHG FRVWV

,W DLPV WR LPSURYH PHQWDO KHDOWK RXWFRPHV E\ SXWWLQJ PRUH SRZHU LQWR SHRSOHpV KDQGV DW D P€00€0“LPSD tÐW Q€p0cO,OL pŽ@–p‡€”PXS @ pRZHU °€0ðÀqÀ€U`0p PÀp@€` ORFDO OHYw0@Ã LQ€ZHU E€p`(E€WD PG E\ ð P€°

,`, Oð À W

,Q WKLV VHFWLRQ ZH RIIHU VRPH SUDFWLFDO JXLGDQFH WR PDQDJHUV RQ WKH UHFUXLWPHQW SURFHVV

WKH SDUWLFXODU GHPDQGV RI WKH MRE DQG WKH ZRUNLQJ FXOWXUH RI WKH RUJDQLVDWLRQ VXFK DV

3URPRWLQJ ZHOO EHLQJ

$V D PDQDJHU \RXU ILUVW VWHS WR LPSURYLQJ WKH PHQWDO KHDOWK RI \RXU ZRUNIRUFH LV WR GLVFXVV LW ZLWK HPSOR\HHV VR WKH\ EHFRPH PRUH DZDUH RI WKH LVVXHV WKDW PLJKW KDYH DQ LPSDFW RQ WKHLU ZHOO EHLQJ

6RPHWLPHV SHRSOH D€@ðp°0P •À Z`QB0PHQSLð