

ECGE5001Q

Assignment 2: For a social issue of your choosing outline how a government (nation/local) or other organisation has used creativity to address the issue.

How stress and burnout in the workplace can impact people's life

This paper will demonstrate a critical understanding of innovation and creativity in both ways, which are; individuals and organisations, for example, government (Adams, 2005), the entrepreneurial mindset, its principles, and the benefits that creativity may have on mental health (Diversus Health, 2021). It will address creating, communicating, and applying creative thinking to offer unique solutions or value in a professional or academic setting and education (Burger, 2018). Also, it will explain the meaning of creativity and if there is any connection between creativity and mental health as well as burnout in the workplace. Stress, anxiety, and impact on it. Furthermore, it will outline how a government (national or municipal), or other organisation has employed creativity to address a societal issue. It will also expand the findings on how employers can help to improve healthy behaviour workplace to enhance the psychosocial work environment to effectively reduce health inequities and increase health and well-being in the workplace (Public Health England, 2014). Additionally, this essay will use government data sides, academic journals, up-to-date news articles, laws, theories, policies, and practices to understand, integrate, and establish the knowledge of the above information. It provides the evidence, facts, and information to support and resolve the knowledge.

The first theme of this essay is creativity. Psychology Today (2019) points out creativity can produce fresh concepts, connections, and solutions to issues. It encourages resilience, ignites delight, and offers chances for self-actualisation. It is a component of what makes people humans. However, Barbara Kerr in Britannica (2022) claims that the capacity is to create something new, whether it is brand-new equipment, method, approach to a problem or a unique work of art. Furthermore, going back to the beginnings of creativity, historically, as Kaufman (2014) argues, Plato is one of the greatest philosophers in history and is known for his creative thinking and ideas. He was a student of Socrates and the teacher of Aristotle, and his ideas profoundly influenced Western philosophy, science, and culture. Plato's most famous work is "The Republic," in which he uses creative thinking to explore various philosophical concepts, such as justice, virtue, and the nature of reality. He also uses creative thought to elaborate on ideas such as the Allegory of the Cave, which is a striking image that illustrates the human

condition and the nature of knowledge. Rahaf Harfoush (2020), in the Ted, talks about how today's modern society's obsession with productivity, being perfect and better at work, burnout their life, which in the end leads them to be less creative. As Perret (2006, p.27) states, 'modernity promised 'freedom'. That has meant slavery and exploitation for millions and phoney freedom for few. Nevertheless, the ideals remain personal growth or self-realisation in a harmonious community.' Nash (2006, p.35) suggests Paulo Freire's conscientisation humanisation 'is a movement, or action, towards transforming our reality'. Evans *et all.* (2006) state that workplace stress can cause burnout, characterised by emotional tiredness, depersonalisation, and a lack of personal success. People's relationships with their jobs and the challenges that can occur when those relationships falter have long been acknowledged as critical modern-day phenomena (Maslach *et all.*, 2001). Furthermore, Maslach (1981) declare that chronic stress can be emotionally taxing for the helpful professional who deals with people constantly in a situation staff- client, which can lead to frustration, anger can increase the danger of "burnout." As he further states, people who deal with people frequently experience burnout, a symptom of emotional weariness and cynicism. Increased emotions of emotional exhaustion are a vital component of burnout syndrome. Employees feel they can no longer give of themselves psychologically as their emotional resources are spent. According to Mental Health UK (2021), burnout is a state of mental and physical exhaustion. People constantly stressed out or who have worked in physically or emotionally demanding jobs for a long time may experience it. According to research in the Journal of Occupational Health Psychology, those who are burnt out are more prone than people who are not to exhibit signs of anxiety or sadness (Taris, Baker, 2006). American Singer Beyonce captured job burnout in her song 'Break my Soul' (Shandrow, 2022). Employee mental health has become a hot topic at many businesses, and Beyoncé's song, the first single from her album Renaissance, has been dubbed as the anthem of the Great Resignation. To address the workplace challenges presented by "Break My Soul," those organisations are experimenting with four-day workweeks, no-meeting days, weeklong shutdowns, employee well-being initiatives, and other options. According to the study, stress levels are highest among people aged 18 to 24; 90% say they experience stress monthly. According to the Workplace Health Report, 56% of respondents believe having the right stress level helps them succeed in their careers. According to data by Westfield Health, half (46%) of UK workers is on the verge of burnout. Still, several laws and regulations in the United Kingdom can help creatively protect workers' rights and safety, including provisions for paid time off, parental leave, and accommodations for workers with disabilities. For example, The Working Time Regulations (1998), which applies to all workers in the UK,

including Wales, sets out workers' rights to rest breaks, rest periods, and annual leave. The regulations also limit the average working week to 48 hours, including overtime. Another legislation is the Health and Safety at Work. The Work. Act of 1974 imposes a broad general duty on enterprises to maintain all employees' health, security, and well-being health, security, and well-being of all employees. This law applies to all UK workers applicable to all workers in the UK, including those in Wales. Therefore, it is a legal necessity that employers assess and manage the risks of stress and burnout at work. All employees in the UK, including Wales, must abide by the Equality Act of 2010. A protected characteristic, such as a mental health condition, cannot be used by an employer to justify discrimination against an employee. Therefore, employers' legal responsibility is to provide reasonable accommodations to stressed or burned-out workers. A growing body of research suggests a connection between creativity and mental health (Diversus Health, 2021). Studies have found that creative activities can positively impact mental well-being, including reducing stress, anxiety, and depression. One study in Wales found that participation in a visual arts program significantly improved mental health symptoms and quality of life among adults with severe mental illness. The study, which the British Journal of Psychiatry published in 2010, found that the visual arts program improved symptoms of depression and anxiety and led to a greater sense of empowerment and self-esteem among participants. The Welsh Government recognises the potential benefits of creativity for mental health and has implemented several initiatives to promote creative expression among the population. The Arts for Health and Well-being Framework was established in 2018 to help support the development of arts and health projects in Wales. This framework aims to improve the health and well-being of people through skills by promoting access to creative opportunities and creating an environment that supports creative expression. The Arts Council of Wales (2018) is another organisation that supports the connection between creativity and mental health. They have a program called Arts & Health, which aims to encourage the use of the arts to promote development and to better one's health and well-being arts and health projects across Wales Creative Minds (2022), a charity that works in partnership with the Welsh Government, also provides support and resources for people with mental health issues. They offer a range of creative activities, including visual arts, music, and drama, as well as information, advice, and support. As they say, money from Arts and Minds has funded several initiatives assisting Welsh citizens with poor mental health. Successes include, but are not limited to, enabling new parents with moderate to severe mental health conditions, such as depression or psychosis, to establish lifelong friendships through an Arts and Minds project in Blaenau Gwent; healthcare workers in Swansea attending specialised art workshops designed

to support their mental health, particularly after the pandemic and the impact that had on staff; and highly vulnerable patients on stroke and brain injury wards. The Welsh government's decision to develop a well-being programme illustrates innovative thinking to overcome burnout. The Welsh government began offering a well-being programme for its staff in 2020, which featured yoga, mindfulness, and stress-reduction classes. By enhancing government workers' physical and emotional well-being, the programme aimed to lower the likelihood of burnout. This programme garnered positive feedback and has received high accolades for its creative strategy for addressing workplace fatigue. The "Mindful University" (2019) programme at Aberystwyth University is an example of how a Welsh organisation has creatively addressed burnout. By teaching mindfulness techniques and providing resources like workshops and self-care materials, the programme launched in 2019 intended to promote students and staff's mental health and well-being. The sector was highly received and has been used as a model for how colleges might help their students and employees avoid and manage burnout.

To conclude this essay, the European Foundation for the Improvement of Living and Working Conditions (2018) argue that the responses show an increase in burnout research, especially in small-scale occupational studies. They also demonstrate that while the topic is studied extensively, it is often patchy, uses various tools to quantify burnout, and is only sometimes conducted by the most reputable organisations, such as governmental agencies and medical centres. Burnout is a common subject for master's and doctorate dissertations, according to correspondents. Followed Benson et al., (2003), thinking the Maslow model offers a way to comprehend the needs of the individual and the worker; ever-present and developing technology makes it possible for new ways to meet these needs; training makes the worker more secure, can improve feelings of belonging and self-esteem, and offers the chance for self-actualisation.

Reference list:

Adams, K., 2005. The Sources of Innovation and Creativity. *National Center on Education and the Economy (NJ1)*.

Arts Council of Wales, 2018. Arts and Health in Wales: A Mapping Study of Current Activity. Vol. 1: Analysis, Findings and Proposals.

Benson, S.G. and Dundis, S.P., 2003. Understanding and motivating health care employees: integrating Maslow's hierarchy of needs, training, and technology. *Journal of nursing management*, 11(5), pp.315-320.

Blackwood Barnes, Michael. *Arts and Health in Wales a Mapping Study of Current Activity Volume 1: Analysis, Findings and Proposals*. 2018.

Brown, S., Kim, M., Mitchell, C. and Inskip, H., 2010. The British Journal of Psychiatry. *Br. J. Psychiatry*, 196(2), pp.116-121.

Burger, E.B. (2018) *Making up your own mind: thinking effectively through creative puzzle-solving*. Princeton, NJ: Princeton University Press. Available at: <https://doi.org/10.1515/9780691188881>.

Cyngor Celfyddiau Cymru Art Council of Wales. "World Mental Health Day: Wales' Health Boards Awarded Fresh Funding to Support Access to Arts for People with Mental Health Conditions | Arts Council of Wales." *Arts.wales*, 10 Oct. 2022, arts.wales/news-jobs-opportunities/world-mental-health-day-wales-health-boards-awarded-fresh-funding-support. Accessed 27 Jan. 2023.

Diversus Health. "The Mental Health Benefits of Creativity." *Diversus Health*, 7 July 2021, diversushealth.org/the-mental-health-benefits-of-creativity/.

“Encyclopedia of Creativity.” *Google Books*, Academic Press, 20 May 2011,
www.google.co.uk/books/edition/Encyclopedia_of_Creativity/dI6mI7kg4O0C?hl=en&gbpv=1&dq=creativity+definition&printsec=frontcover. Accessed 24 Jan. 2023.

European Foundation for the Improvement of Living and Working Conditions. *Burnout in the Workplace: A Review of Data and Policy Responses in the EU*. 2018.

GOV.UK. “The Working Time Regulations 1998.” *Legislation.gov.uk*, 1998,
www.legislation.gov.uk/ukxi/1998/1833/contents/made.

Gov.uk. “Equality Act 2010.” *Legislation.gov.uk*, GOV.UK, 2010,
www.legislation.gov.uk/ukpga/2010/15/contents.

Harfoush, Rahaf. “Rahaf Harfoush: How Burnout Makes Us Less Creative.” [Www.ted.com](http://www.ted.com), 10 Feb. 2020,
www.ted.com/talks/rahaf_harfoush_how_burnout_makes_us_less_creative?language=en. Accessed 28 Jan. 2023.

Health and Safety Executive. “Health and Safety at Work Etc Act 1974.” *Hse.gov.uk*, Health and Safety Executive, 2019, www.hse.gov.uk/legislation/hswa.htm.

Hervey, Nick, and Rosalind Ramsay. “Carers as Partners in Care.” *Advances in Psychiatric Treatment*, vol. 10, no. 2, Mar. 2004, pp. 81–84, [10.1192/apt.10.2.81](https://doi.org/10.1192/apt.10.2.81). Accessed 8 Sept. 2019.

Kaufman, James C. *Creativity and Mental Illness*. *Google Books*, Cambridge University Press, 7 Aug. 2014,

www.google.co.uk/books/edition/Creativity_and_Mental_Illness/jCwDBAAAQBAJ?hl=en&gbpv=1&dq=creativity+and+mental+health&printsec=frontcover.

Kerr, Barbara. "Creativity." *Encyclopædia Britannica*, 2019,
www.britannica.com/topic/creativity.

Lachance Shandrow, Kim. "Beyoncé's New Song "Break My Soul" Is a Call to Ease Worker Burnout." www.linkedin.com, 5 July 2022,
www.linkedin.com/business/talent/blog/talent-acquisition/beyonces-new-song-break-my-soul#:~:text=humor%20and%20fun-.

McCormack, Nancy, and Catherine Cotter. *Managing Burnout in the Workplace: A Guide for Information Professionals*. Google Books, Elsevier, 31 Oct. 2013,
books.google.co.uk/books?hl=en&lr=&id=fWhEAgAAQBAJ&oi=fnd&pg=PP1&dq=burnout+in+the+workplace&ots=S4jtQIRDH4&sig=CW1_IQOIU9NwPAIH0ZacT2RAK5Q#v=onepage&q=burnout%20in%20the%20workplace&f=false.

Mental Health UK. "Burnout." *Mental Health UK*, 2021,
mentalhealth-uk.org/burnout/.

Mindfulness Wales Meddylgarwch Cymru. *Mindfulness Wales / Meddylgarwch Cymru*. 16 Oct. 2020
mindfulness-wales.org/.

Mulla, Heidi. "10 UK Employee Stress and Burnout Statistics for 2023." *Picked*, 18 Aug. 2022, www.picked.ai/magazine/uk-employee-stress-and-burnout-statistics/#:~:text=Brits%20are%20more%20exhausted%20than

Evans, S., Huxley, P., Gately, C., Webber, M., Mears, A., Pajak, S., Medina, J., Kendall, T. and Katona, C., 2006. Mental health, burnout, and job satisfaction among mental health social workers in England and Wales. *The British Journal of Psychiatry*, 188(1), pp.75-80.

Office for National Statistics. "Well-Being - Office for National Statistics." *Ons.gov.uk*, 2018, www.ons.gov.uk/peoplepopulationandcommunity/wellbeing.

Proctor, G. *et al.* (2006) *Politicizing the person-centred approach: an agenda for social change*. Ross-on-Wye: PCCS.

Psychology Today. "Creativity | Psychology Today UK." *Psychology Today*, 2019, www.psychologytoday.com/gb/basics/creativity.

Public Health England. *Local Action on Health Inequalities: Increasing Employment Opportunities and Improving Workplace Health*. 5 Sept. 2014.

Schaufeli, W.B., Taris, T.W. and Bakker, A.B., 2006. Dr Jekyll or Mr Hyde? On the differences between work engagement and workaholism. *Research companion to working time and work addiction*, 193.