



# THE IMPACT OF HARMFUL BEHAVIOURS ON OUR HEALTH AND WELLBEING

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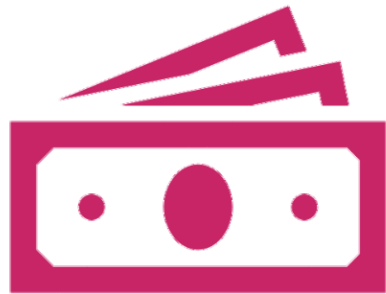
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# THE INTERSECTION



# WHAT DOES THE RESEARCH TELL US?



Incivility has a human and financial cost



**Porath & Pearson** conducted a poll of 800 managers and employees across 7 industries and found that of those people who had experienced incivility at work:

# WHAT DOES THE RESEARCH TELL US?

The health and wellbeing impact of incivility, and exclusion

**Physiological impact:** increased blood pressure, cortisol release and heart rate increases

**Emotional Impact:** individuals likely to develop feelings of anger, anxiety and depression or feelings of hopelessness

**Cognitive impact:** Cognitive resources are diverted to process the social environment and relations with others, and reduced cognitive capacity to deal with tasks occurs-**The Neural Seesaw**

**Biological impact:** Sustained high blood pressure, cortisol release and heart rate increases affect immune system function and overall cardiovascular health

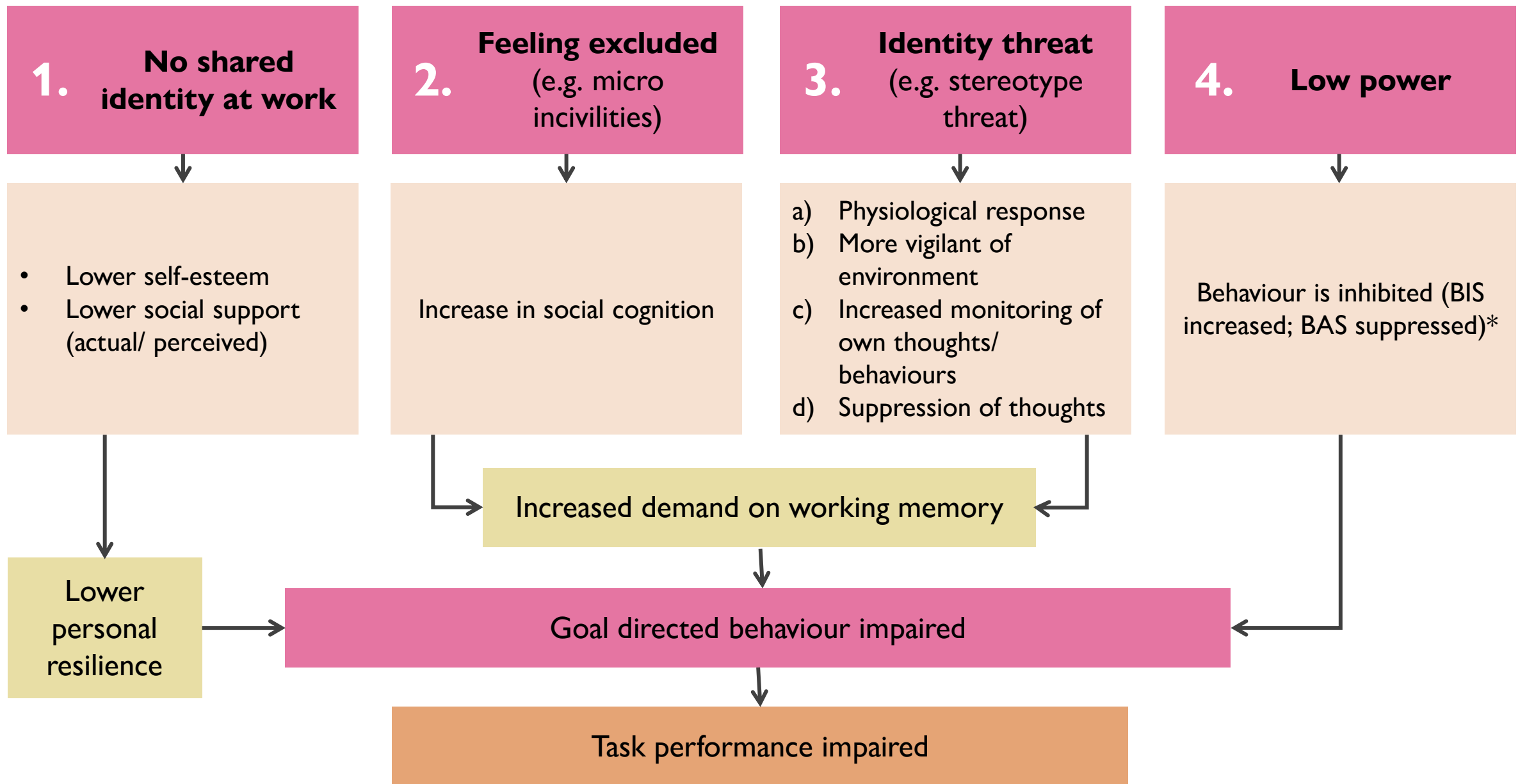
**Behavioural impact:** to cope with the additional demands or 'stressors' individuals are more likely to use negative coping strategies outside work, such as smoking, or drinking which have a cumulative effect on health

**Source:** Free to Soar by Yardley, Kandola et al. 2020



IMPLICATIONS  
FOR TEAM AND  
ORGANISATIONAL  
PERFORMANCE





\*The Behavioural Approach System (BAS) is a motivational neural system that promotes action, reward seeking and goal-directed behaviour and the Behavioural Inhibition System (BIS) is a defensive neural system associated with caution, increased vigilance and constrained behaviour.

# WHAT DIFFERENCE WILL THE ABP MAKE?

