

Relational Wisdom *Strengthens* Both Families & Businesses

“ When companies invest in the physical and relational wellness of their workers, returns on investment can range between \$1.50 and \$6.85 for every dollar spent on these types of programs.”

—RELATIONAL WELLNESS: CORPORATE AMERICA'S BUSINESS

Would you like to find an investment that produces a return of \$1.50 to \$6.85 for every dollar you invest?

What if that investment has the additional benefit of producing more creative, loyal and energetic employees who make your business, school or organization run more smoothly, peacefully and productively?

Here is the investment: provide your employees with *training in relational skills that they can use both at work and at home.*

Why is this such a wise investment?

Because there is a direct correlation, both negatively and positively, between the quality of employees' family lives and the productivity of their work lives.

Family Tensions *Weaken* the Workplace

People who live with frequent family tension are likely to bring that stress into the workplace, where it often undermines key aspects of their work. As one major study showed, strained marital and parenting relationships at home correlate to:

- ✘ Higher absenteeism at work
- ✘ Lower concentration
- ✘ Poorer employee health
- ✘ Poorer interaction with colleagues
- ✘ Lower job satisfaction
- ✘ Lower organizational commitment
- ✘ Lower skill transference

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These detrimental effects get even worse when family relationships deteriorate to the point of separation or divorce. For example:



A separated or divorcing employee is typically **25% less productive** in the workplace for at least two years.



It can take up to **five years** for employee productivity to fully rebound after divorce.



Couples going through divorce are 240% times more likely to **experience depression** and 34% more likely to **experience serious heart trouble**.



The average cost to an organization for divorcing employees is **\$8,317 per employee per year** due to loss of concentration, absenteeism, shortened work hours, time off for court dates, health issues and reduced staff engagement.



Unhappily married couples are **400% more likely to abuse alcohol**, leading one or both partners to **miss work 30% more often** than those without such problems.

These impacts are often magnified if key executives experience separation or divorce since their work performance can directly affect entire organizational teams.

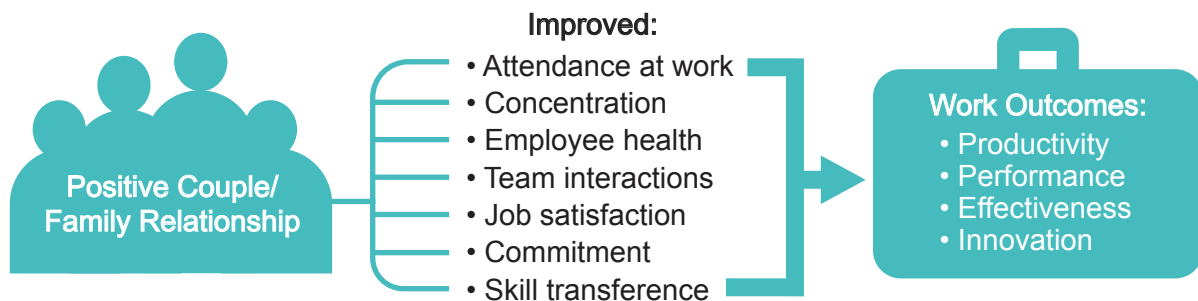
Healthy Home Life = Productive Work Life

The good news is that healthy marital and parenting relationships correlate to improved employee engagement at work, including:

- ✓ Lower absenteeism
- ✓ Higher job satisfaction
- ✓ Higher concentration at work
- ✓ Higher organizational commitment
- ✓ Better employee health
- ✓ Better skill transference
- ✓ Better interaction with colleagues

Studies show that relationally healthy homes benefit employees and employers alike. People from peaceful homes are happier with their co-workers and supervisors. They find their work to be more fulfilling, productive and enjoyable. Their improved performance typically leads to better career advancement and higher pay.

Employers benefit from having more cohesive, innovative, and effective teams, as well as lower absenteeism, conflict and staff turnover, all of which lead to a pleasant work environment and a profitable organization.



These types of benefits are illustrated by comments made by psychologists, employers and employees in the studies cited at the end of this article. For example:

“ Cisco estimated that incivility in the workplace was costing them over 512 million per year.”

“ Since the mastery of communication skills reduces the impact of work-family conflict on marital satisfaction, improving an employee's marital communication skills is a potentially rich point of intervention. Managers could offer marital communication skills training in their workplace, allowing an opportunity for their employees to increase their marital intimacy. These same communication skills can make the employees more effective on the job as well.”

“ It's fun being a dad again. It gives me a lot of pleasure and positive energy, which makes itself felt at work.”

“ Learning better negotiation skills with my spouse and children has improved my negotiation skills at work and expanded my understanding of human nature. In turn work has improved my communication skills and patience to use at home.”

“ Leaders who experienced high levels of family-work enrichment were more enthusiastic, vigorous, and dedicated at work. Leaders were able to transfer these positive feelings to their followers, boosting the work engagement of followers.”

“ Positive emotions in a marriage spill over into the workplace, leading employees to view their jobs as more rewarding. These perceptions may also influence workers to be more engaged in their jobs and to contribute more positively to the emotional climate of their work groups.”

Relational Training Produces a Circular Double Benefit

As these testimonies show, employers can gain a double benefit from providing their employees with training that enhances their relational skills. Initially, they will provide their workers with one of the most valuable "employee benefits" they can experience: an enhanced ability to build happy and secure families while also experiencing an enjoyable and rewarding work life.

This investment typically comes full circle, blessing employers with more creative, loyal and productive employees, resulting in a more profitable and personally fulfilling business, school or organization. As one study indicated:

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Emotional Intelligence Has Pluses & Minuses

One of the most popular ways to improve employees' relational skills is to provide them with training in "emotional intelligence" ("EI"), which may be defined as "the ability to identify, assess and manage the emotions of oneself, of others, and of groups." Although traditional emotional intelligence training has many benefits, it also has potential weaknesses, which include an inclination to use emotions to circumvent critical thinking or to compromise out of excessive sensitivity to others' emotions.

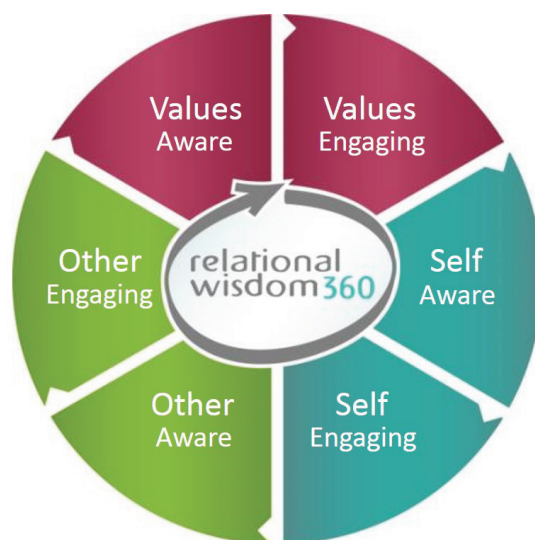
Worse yet, people with high emotional intelligence may use these skills to manipulate others for their own advantage. This tendency is referred to as "the dark side of EI."

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Relational Wisdom™ *Enhances* Emotional Intelligence


To offset these weaknesses, RW360 has developed an enhanced form of emotional intelligence that is called "relational wisdom" or simply, "RW." This training paradigm helps individuals to integrate their personal worldview and highest values with the skills of emotional intelligence so that they are guided by a sincere concern for the interests and wellbeing of others.


Relational wisdom also helps individuals to use their relational skills to better advance the core values of their employers. This deliberate integration of personal and employer values serves as a moral compass and enhances the motivation to improve relational skills, which benefits both individuals and employers.





Start Training Today!

If you're an employer or manager and would like to bring these benefits into your organization, there are several ways to take advantage of RW360's training resources.

 Invite an RW Instructor to provide a 1-hour seminar to introduce your team to these concepts and propose a training program that fits your goals and needs.

 Hire an RW Instructor to provide a custom 2-3-hour seminar or full day retreat for your staff as a form of professional development training.

 Encourage your employees to attend an introductory seminar that is offered by RW360 in your community.

 Pay for employees to access RW360's online training through the RW Academy or by using one of RW360's small group study sets.

A small investment in this type of training can return major benefits not only for your business, school or organization but also for your employees and the families they go home to every evening. *Why not start today?*



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Articles and Studies:

Click the links to these studies.

- Marriage and Family Wellness: Corporate America's Business
- Why Being Respectful to Your Coworkers Is Good for Business
- Improving Work Outcomes: The Value of Couple and Family Relationships
- The Impact of Divorce on Employee Wellness
- Relationship Breakdowns Have Negative Impact on Business Productivity
- Is Divorce Impacting Your Work Performance