

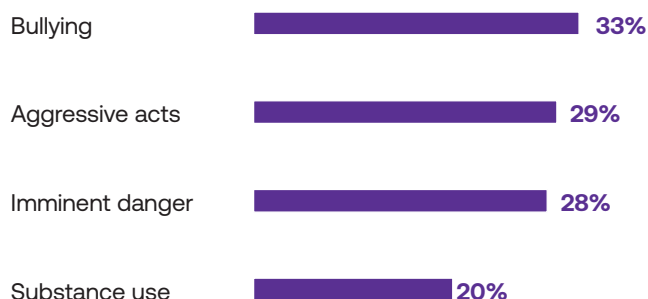
State of HR Spotlight:

Safety, Polarization, and Stress

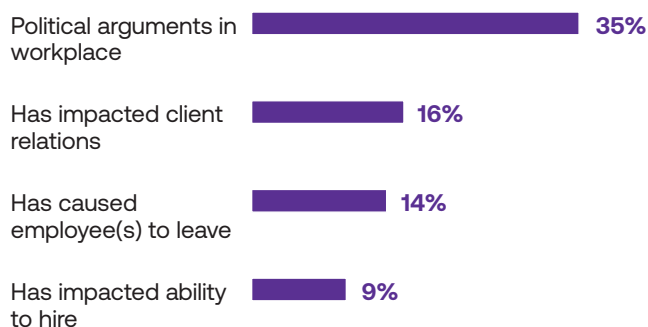
Many HR professionals have experienced events that can trigger unease

About half of HR professionals work in environments marked by polarized viewpoints, and many report experiencing instances of aggression, violence, or criminality.

Violence, aggression, and criminality



Polarization



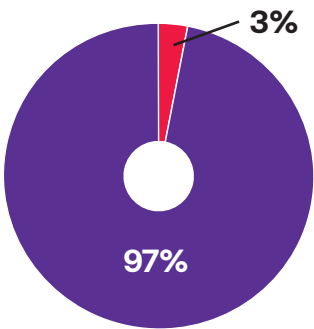
Even so, they feel safe at work

Survey participants are resilient and committed professionals, despite these uncomfortable and at times dangerous occurrences. Nearly all of those surveyed say they feel safe at work, and nearly a quarter report that the idea of violence happening in their office “never crosses their mind.”

Despite this resilience, there may still be a mental health price to pay.

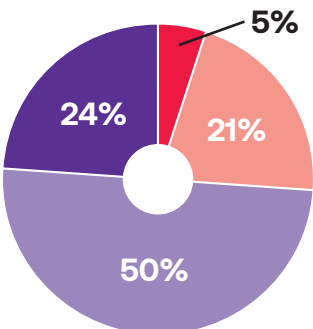
Overall, four in 10 HR professionals describe their work stress levels as “extreme” or “high.” This proportion is notably higher among those who have experienced conflict or other potentially dangerous events in the office.

Feel Safe at Work



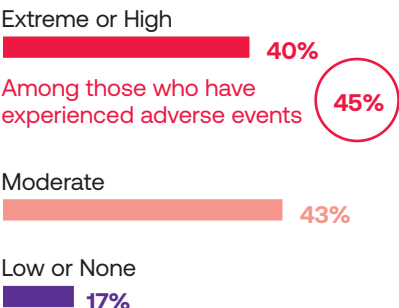
- Yes
- No

Level of Concern About Violence



- Very concerned
- Moderately concerned
- Not very concerned
- Never crosses my mind

Stress Levels



A reminder to invest in mental health, not just treat mental illness

HR professionals are stressed and many of them are experiencing harrowing situations in the workplace. Still, too many organizations approach mental health with a focus on mental illness. A more effective strategy is to shift that focus to prevention, addressing problems such as burnout, depression, and withdrawal before they have a negative impact.