



## CORPORATE LIFE EVENTS

The study of Life Events has a long history in health behavior, psychology and family therapy but there has been little interest in the significance of these experiences for organizational health or well-being.

At Rowley Associates we believe events occurring specifically in the workplace - *corporate life events* - could be a significant risk factor for job-satisfaction, performance, absenteeism, health and well-being. To measure our 'hypothesis' we developed the 'Corporate Life Event & Hassles Scale (CLEAHS)'. A web-based, self report survey, designed to measure the frequency and impact of events and hassles experienced at work.

The top-5 most frequently reported experiences for the preceding 6-month period were:

- I. Good performance review (annual or bi-annual review of your performance).
- II. Company downsized
- III. Fired someone or had to let someone go
- IV. Significant change in hours worked
- V. Significant conflict with a peer or colleague

The events that had the most significant impact were, '*new product launch*', '*joining a new team*', '*significant change in business travel*', and '*new manager or supervisor*'.

Further analysis established differences based on gender and market sector: Males are more likely to encounter friction or disagreements in their relationships with others and perceive these conflicts as significant. Conversely, women are more prone to experience and perceive as highly significant performance related events such as missing a goal or objective.

The results are discussed with regard to job performance and resilience, as well as the implications for HR, OD and leaders in business.

You can download the full report [here](#).

