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## **Fact Sheet, LLuminari (Loo·min·R·ee) Landmark Survey What Employees Need to Know About Gender-Based Workplace Stress**

1. Differences between what men and women value most at work—and the resulting differences in how men and women are managed—puts both genders at risk for cardiovascular problems, depression and infectious diseases.
2. At work, men most value pay and benefits; achievement and success; and status and authority.
3. Most important for women at work are friends and relationships; recognition and respect; and communications and collaboration.
4. The way an organization manages its employees can create a workplace culture of hidden or suppressed stress and conflict that has an impact on the physical and emotional health of both men and women.
5. Men and women respond differently to stress, but both feel stressed when their values are not addressed by the culture of the organization for which they work.
6. The top five work related causes of stress and ill health are 1) mentally tiring work; 2) time pressure; 3) too many changes within the job; 4) not getting enough feedback; 5) not having enough influence on their job and how its done.
7. The incidence of cardiovascular disease doubles, as does the use of potentially addictive substances like alcohol and tranquilizers, if an employee is overly stressed at work.
8. This study revealed that 62 percent of those surveyed didn't think their employers try to minimize stress and half felt their employer didn't care about their well being.
9. Male and female managers who are sensitive to gender workplace value differences have an ability to bring out the best in all employees, leading to healthier workers and a healthier workplace culture.
10. Knowing and managing the differences in gender values helps to effectively motivate employees and foster loyalty and overall physical and emotional health.

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