

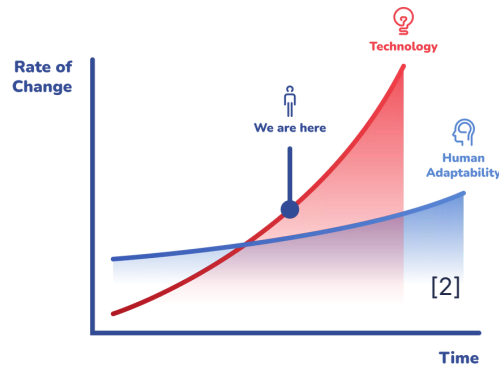
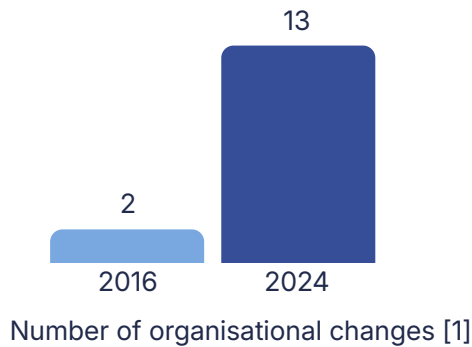
**Are you asking
your teams to
swim harder,
or...**



**...are you
providing the
oxygen they
need to
adapt?**

Work isn't working anymore.

People aren't built for the nonstop pace, pressure, and uncertainty of today's world.



We've invested millions in workplace modernization to **address the symptoms...**



Technology and digital tools

Enable work from anywhere, simplify workflows, and support productivity.



Flexible work arrangements and environments

Meet employee expectations, encourage collaboration, and retain talent.



Employee experience and culture

Boost engagement, attract top talent and drive performance and collaboration.



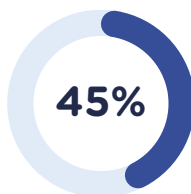
Well-being

Boost engagement, support mental health, reduce burnout and improve productivity.

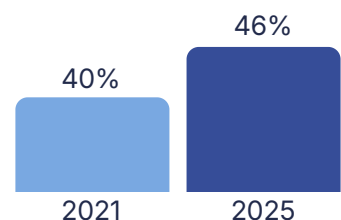
...yet no amount of engagement can override our **biological limitations.**



of the global workforce lack the time or energy to do their work [3]



of employees worry they can't sustain their performance next year [4]



The desire to quit continues to rise [5]

[1] Gartner research 2024. [2] Astro Teller, Captain of Moonshots, Google X. [3] Microsoft Work Trend Index Annual Report 2025. [4] Gartner research 2023. [5] Microsoft Work Trend Index Annual Report 2025.

Our focus on efficiency is no longer effective.

Resilient organisations are built around how people truly operate. Not how we wish they would...

When we're under pressure, our protective instincts kick in. Workplaces that recognise this help people notice stress sooner, recover faster, and stay responsive rather than reactive. That's how resilience and adaptability get built in, not forced in.

The brain functions in two modes:

Resilience isn't just a mindset. It's a system built around people.

Thinking

Resilient employees can remain:

- Responsive
- Rational
- In control
- In learning mode
- Flexible & adaptable
- Innovative & creative



A resilient organisation offers support to ensure leaders and employees stay here.

Survival

Overwhelmed employees become:

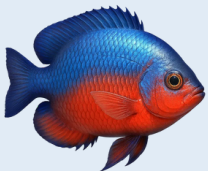
- Reactive
- Emotional
- Tired
- Protective
- Risk-averse
- Error-prone



Most leaders and employees spend too much time in survival mode.

This approach requires work on **both** sides.

Think of your employees as fish, and your organisation as a fish tank. If you only invest in the fish and don't oxygenate the water they live in, they will eventually get sick or find a new home. Even the strongest fish can't survive in muddy water.



Equip your people

Making a strategy work isn't about slick plans. It's about people who have the energy and space to navigate change, stay grounded under pressure and do great work in roles that actually fit them.

Equip your leaders

Sustainable performance isn't about choosing between people or profit. It starts with ways of working that fit how people actually function, supported by adaptable leaders who bend, not break.



Make work, **WORK**, with Zest.

We close the gap between strategy and performance by building individual capacity to adapt, learn, and thrive while redesigning the systems that support them. People stay energised. Systems are adaptive. Performance is sustained.



Resilient Individuals

Build Personal Resilience

-  Behavioural Resilience
-  Emotional Resilience
-  Mental Resilience

Build Career Resilience

-  Career Motivation & Energy
-  Career Competences



Resilient Organisations

-  Resilient Leaders
-  StressWise People Managers
-  StressWise Teams
-  Adaptive Leadership Journey
-  Professional Services

Building resilience begins when we stop believing we are machines.

Our proven programmes are...



Built for real people

We design every engagement around how humans actually learn and change, using the latest research in behaviour and implementation science.



Backed by science

We bring the latest research to support behaviour change, informed decision-making, and effective change management.



Designed for impact

We aren't here to take your money and check a box. Our engagements deliver results that stick.

Industry leaders collaborate with Zest to build resilience.

[1] Case study: \$50B food and beverage manufacturer

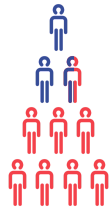
\$2000 PP ROI

Our 1-Day **Behavioural Resilience** workshop has a proven impact on behaviour & retention.



13

global languages programmes for global teams.



77%

of participants reported at least 1 positive behavior change after 30 days (most made more!).^[1]



3X more likely to stay when employees have sufficient energy.^[1]



Energised

managers tend to lead more energised and engaged teams.^[1]

Trusted by Global Leaders.

MARS



J&J



Glanbia



Explore practical solutions for your needs!

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