



2019 User Conference

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Stress in proposal management



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What is stress?

“A state of mental, emotional or physical strain or tension resulting from adverse or very demanding circumstances”

EMOTIONAL

Mood swings
Irritability

MENTAL

Anxiety
Depression
Suicidal thoughts

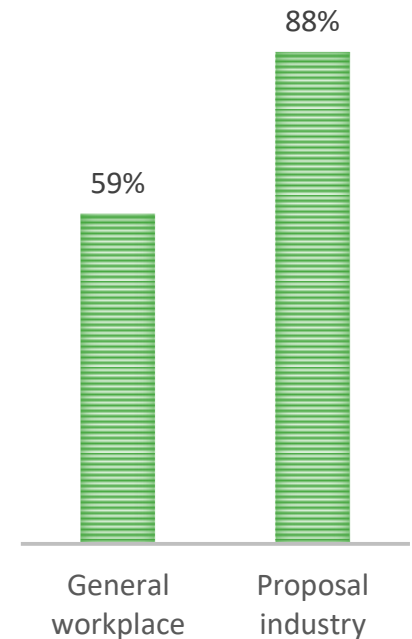
PHYSICAL

Insomnia
Weak immune system
High blood pressure
High blood sugar
Headaches

Proposal industry vs general workplace

A MASSIVE 88% of respondents to my survey said they have experienced stress and/or mental health issues in their proposal role.

1 in 7 proposal people
work more than
50 hours each week



2018 UK Workplace Stress Survey

- **Tough deadlines**
- **Multiple workloads**
- **Long hours**
- **Not always attributed the win**

What is happening to proposal people with stress

Breakdown

Insomnia

Burnout

Bullying

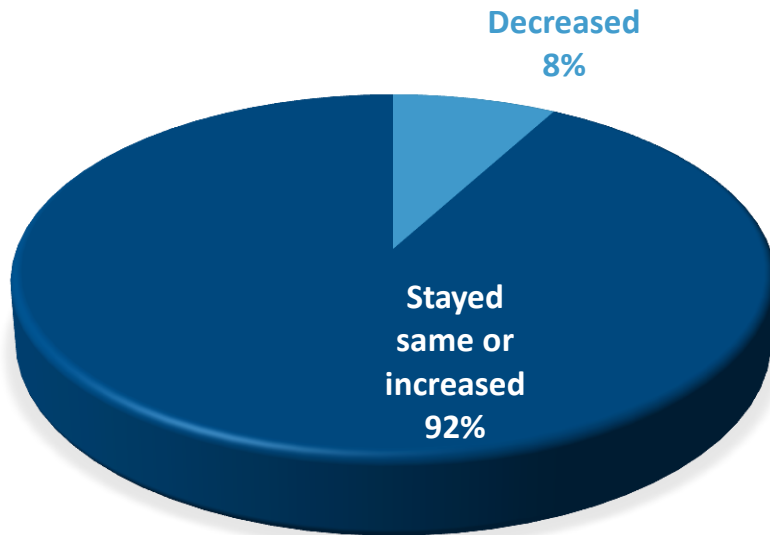
Exhaustion

4 days and
nights without
sleep!!

Racing pulse

Anger more
easily

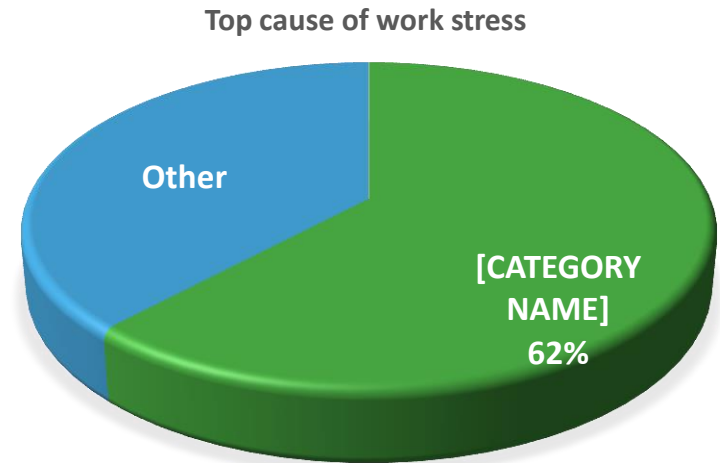
Workplace stress – what is being done?



Stress related absence in last year

Out of all respondents, only 8% said stress-related absence decreased in their organisation last year.

Out of all respondents, 62% stated that workload/volume cased the most stress.



Stress support in the proposal industry

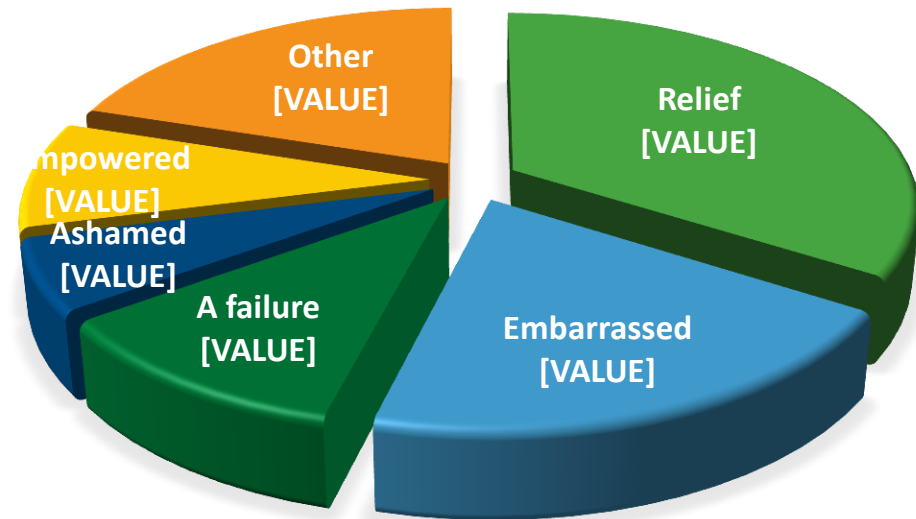
62% of proposal workplaces are now aligned with a mental health organisation

44% of proposal workplaces have held a mental health / wellbeing course in the last year

37% of you said you had no-one to talk to...

“It’s pointless talking to non-proposal professionals, they just don’t understand the role enough”

Proposal managers who reached out felt..



Of the “other”:

Angry

Apprehensive
about losing job

Made to
feel it was
my fault

Was
sacked

“It’s part of your
job as proposal
manager”

Weak

Guilty

Disappointed

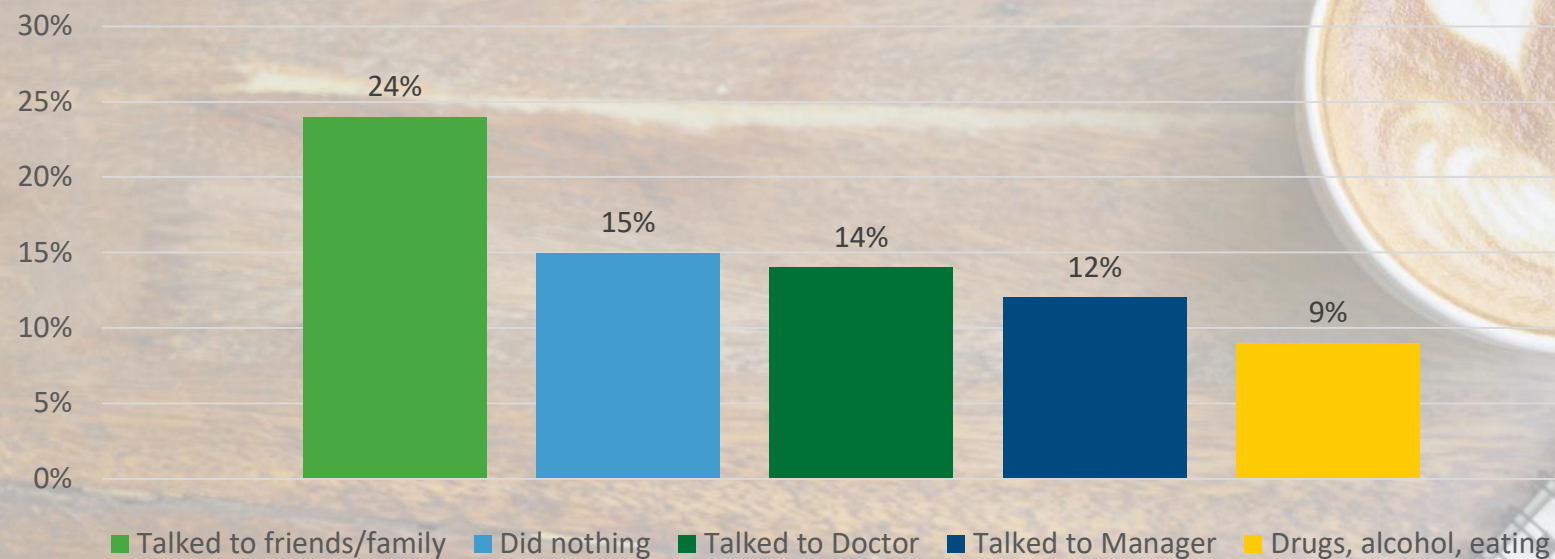
Bullied

They said the right things and took no action

The role will not change. We have to.

There will ALWAYS be tight deadlines & multiple workloads
The ideal situation does not / and never will exist.

How you're helping yourselves..



What is the answer?

There are no clear answers. But we can:

- Take care of our own mental health / wellbeing first
- Provide management with education on support & listening
- Speak up when the bid function is under-resourced
- Take care of each other in your team

85% *of respondents said they would like to see a specific wellbeing function for the proposal industry*

Thank you!



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