

Five ways to fix your high performance problem

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Executive Summary

This article addresses the challenge of sustaining high organisational performance in a post-pandemic work environment characterised by hybrid working, talent shortages, rising stress levels, and shifting employee expectations. The author argues that sustainable high performance requires organisations to move beyond isolated wellbeing initiatives and instead embed wellbeing into the structural fabric of everyday work. The article presents five practical focus areas: diagnosing real sources of workplace pressure through honest dialogue; building employee skills for managing pressure (emotional awareness, resilience); integrating wellbeing into daily leadership decisions; ensuring accessible and multi-dimensional employee support; and adopting a holistic, balanced approach rather than seeking singular solutions. The author contends that wellbeing and performance are inseparable, and that small, consistent leadership behaviours accumulate into meaningful cultural change. No empirical studies, data, or case examples are cited to substantiate these claims. The piece concludes that organisations which address these areas will experience more engaged, adaptable workforces with greater long-term performance sustainability.

Key Insights

1. Wellbeing and performance are framed as interdependent rather than separate organisational concerns, meaning decisions about pay, team structures, and hybrid working all carry performance implications.
2. Workplace stress is attributed not only to workload but also to unclear priorities, unexamined expectations, and working habits that have not evolved — pointing to structural and cultural factors beyond individual coping capacity.
3. Manager behaviour is identified as a central lever for embedding wellbeing into daily work, particularly in hybrid settings where boundary management and visibility of support are more difficult.

Practical Takeaways

- Organisations can use simple check-ins, surveys, or team conversations as low-cost diagnostic tools to surface the actual sources of pressure before introducing new wellbeing interventions.
- Making employee support easy to access and applicable to a range of needs — financial, health-related, personal — increases the likelihood of early utilisation, when intervention is most effective.

Critical Analysis

Strengths: The article presents a coherent, accessible five-part structure for thinking about sustainable performance. Its emphasis on diagnosing root causes before implementing solutions reflects a broadly sound organisational development principle. The framing of wellbeing as integral to performance rather than supplementary is consistent with contemporary HR thinking. **Limitations:** The article contains no empirical evidence, cited studies, or data of any kind. All claims are assertion-based, making it impossible to assess their validity independently. The 'five ways' structure is self-generated rather than derived from any named methodology or research tradition. The article conflates wellbeing, resilience, and performance without precisely defining any of these constructs. **Biases:** The piece is published on an HR-practitioner platform and is oriented toward HR and leadership audiences, which may favour prescriptive framing over critical examination. There is no acknowledgement of contexts where wellbeing investment has not correlated with performance improvements, nor any discussion of resource constraints that limit implementation. The article functions primarily as persuasive commentary rather than evidence-based analysis.

Organizational Practice

The article describes organisations using employee check-ins, pulse surveys, and team conversations to diagnose sources of workplace pressure. It also references hybrid working arrangements, leader-set expectations around workload and boundaries, and multi-dimensional employee assistance programmes covering financial, health, and personal support needs.

Strategic Implications

The article reflects a growing framing within HR discourse in which wellbeing infrastructure is positioned as a performance lever rather than a compliance or welfare obligation. If this perspective gains traction, it implies performance management systems will increasingly incorporate wellbeing diagnostics, manager behaviour metrics, and accessibility of support as measurable components of organisational performance. The emphasis on everyday leadership behaviour over periodic formal interventions also points toward a trend of distributing performance responsibility across line management rather than centralising it in HR functions.

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