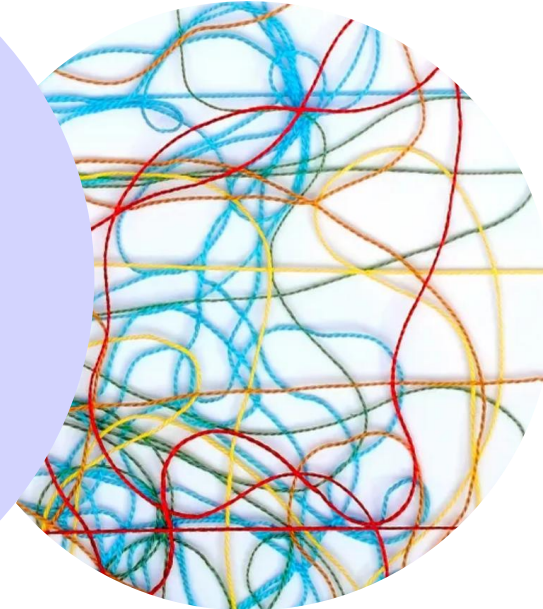


TRANS4MATIVE  
MINDS

## THE STATE OF HUMAN TRANSFORMATION AT WORK

An insight report for  
organisations  
navigating complexity,  
change and  
performance  
challenges



# THE NEW REALITY OF WORK: HUMANS UNDER PRESSURE



Across industries, organisations are facing unprecedented human challenges that directly impact performance, culture, and long-term growth. The pace of change has accelerated, expectations have intensified, and employees are being asked to navigate complexity without the tools, mindset, or resilience required to thrive.



## RECORD LEVELS OF EMPLOYEE STRESS AND EMOTIONAL STRAIN

An estimated 964,000 UK workers reported work related stress, depression or anxiety in 2024/2025, the highest levels on record (*HSE Media*)



## BURNOUT BECOMING WIDESPREAD NORMALISED

65% of UK employees report feeling burned out because of work (*Employee hero*)



## A WORKFORCE STRUGGLING WITH BALANCE & SUPPORT

Only 55% of employees feel their organisation genuinely prioritises wellbeing (*Wellbeing-inwork.co.uk*)

## A NEW DESIRE FOR DEVELOPMENT AND GROWTH

Lack of development opportunities is now a top driver of employee turnover (*HowNow*)

These pressures are not operational problems; they are human problems that require human centred transformation

# THE HIDDEN HUMAN BARRIERS LIMITING PERFORMANCE

Beneath the surface of performance issues lie deeper behavioural and psychological blockers. These are rarely addressed in traditional training, yet they shape every decision, interaction, and outcome.



## Unexamined Patterns & Limiting Beliefs

People operate on autopilot. Old habits, outdated beliefs, and internal narratives quietly restrict growth

## Fear of Failure & Comfort Zone Paralysis

Employees avoid risk, experimentation, and innovation because failure feels unsafe\*

## Identity Level Misalignment

People learn new skills but don't integrate them into who they are. Behaviour change doesn't stick

## Invisible Wins & Low Self-Worth

Progress goes unnoticed. Confidence stays low and people don't see their own value

Organisational Consequences Include:

- Slow Execution
- Low Innovation
- Reduced Resilience
- Talent Disengagement
- Leadership Gaps
- Cultural Stagnation



These barriers operate beneath the surface, invisible but powerful, and they directly influence performance, decision-making, collaboration, and wellbeing

\*This is amplified by the fact that 25% of UK workers feeling unable to cope with workplace stress, reducing their capacity to take risks (MFHA England).

# WHY TRADITIONAL TRAINING ISN'T WORKING



Most organisations invest heavily in training, yet behaviour change remains inconsistent.

Traditional training focuses on information Vs Transformation requires identity, mindset and behaviour

- Common limitations of traditional approaches:
- Too theoretical
  - Too passive
  - Too generic
  - Too focused on skills, not self-awareness
  - No integration into daily habits
  - No emotional or psychological shift
  - No space for experimentation or failure
  - No mechanism for celebrating progress



of UK workers report being burnt out and



of workers are considering a job change

([Businesshealthinstitute.co.uk](https://businesshealthinstitute.co.uk))

Employees leave inspired but unchanged. The gap between **knowing** and **doing** remains wide.

# THE 4 TRANSFORMATION GAPS ORGANISATIONS MUST CLOSE

The EPIC Trans4mation Programme is built around four universal gaps that every organisation faces. These gaps are the reason performance plateaus, teams stagnate, and change initiatives fail.



## Awareness Gap

People don't see their patterns, strengths, or blind spots.

EXPLORE: awakening, clarity, mindset shifts.

## Action Gap

People know what to do but don't take action.

PLAY: experimentation, courage, micro-challenges.

## Integration Gap

People learn skills but don't embed them.

INTEGRATE: identity work, resilience, daily habits.

## Visibility Gap

People grow but don't recognise or amplify their wins.

CONQUER: confidence, presence, legacy.

1.9

Million UK workers suffered from work related ill health in 2024/2025, a persistent and costly trend

(HSE Media Centre)

Frontline managers report the highest levels of stress, impacting team culture and performance

(wellbeing-inwork.co.uk)

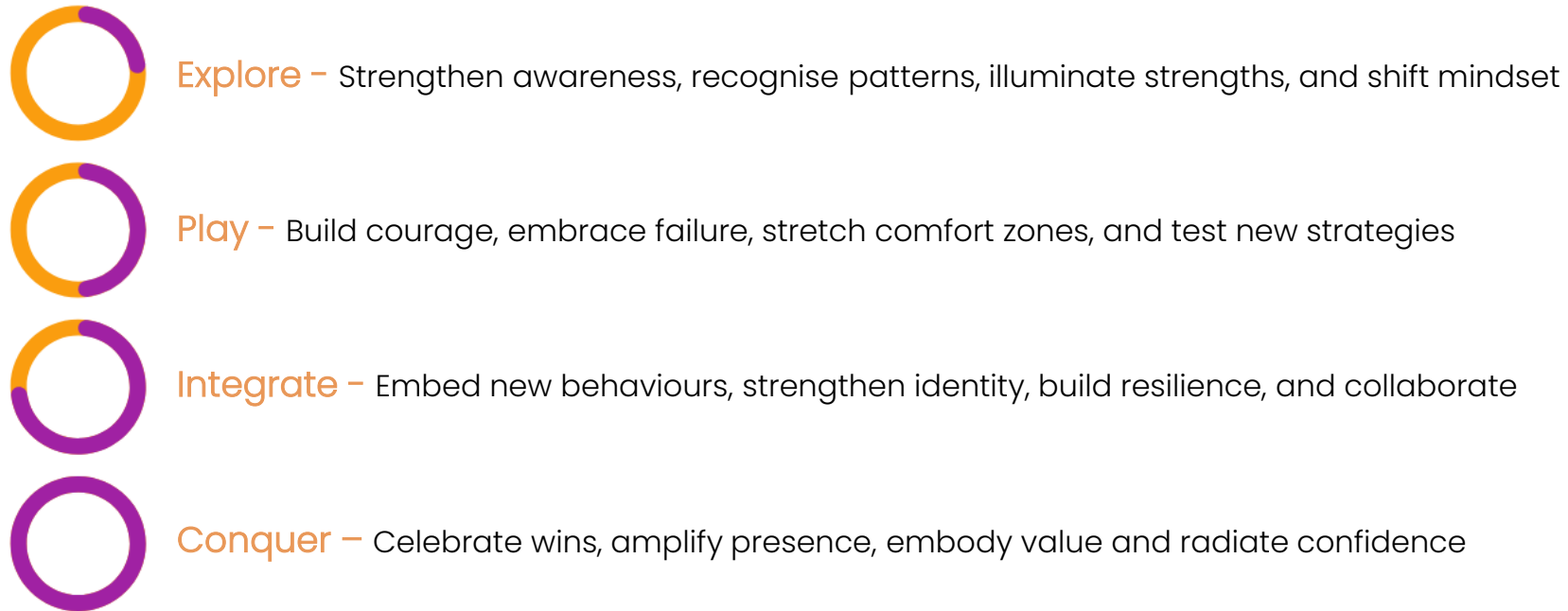
Closing these gaps creates measurable shifts in; **confidence, adaptability, collaboration, innovation, ownership, leadership presence and psychological safety.**

This is the foundation of a high performing, future ready workforce

# THE E.P.I.C SOLUTION: A HUMAN-CENTRED TRANSFORMATION JOURNEY



The E.P.I.C Trans4mation Framework is designed to solve the exact human challenges organisations are facing today. It is not a workshop series, it is a structured journey that mirrors how humans actually grow.



This journey transforms individuals from the inside out, creating employees who are self-led, adaptable, confident, and capable of navigating complexity with clarity and courage

# WHY ORGANISATIONS CHOOSE E.P.I.C NOW



The EPIC Framework directly addresses the four transformation gaps by guiding individuals through a structured, psychologically safe growth journey

- **1. A workforce that can adapt, not just cope**  
Adaptability is now the defining skill of the future workforce, as highlighted in the 2024 Workforce Trends Report (ManpowerGroup)
- **2. Leaders at every level**  
Employees who take ownership, communicate with confidence and model growth
- **3. A culture of experimentation and psychological safety**  
Teams who innovate, collaborate and leverage failure as insight and learning
- **4. Behaviour change that sticks**  
Not inspiration, integration
- **5. Visible, measurable transformation**  
People who shine from the inside out and bring others with them

The future belongs to organisations that invest in human evolution, not just performance.

E.P.I.C is the bridge between where people are and who they can become.

# WHAT THIS MEANS FOR ORGANISATIONS

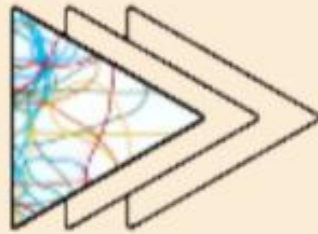


Human transformation is now a strategic priority, not a well-being initiative.

Organisations that invest in mindset, identity and behaviour outperform those that rely on skills training alone

E..P.I.C provides an evidence based pathway to build a confident, adaptable, future ready workforce

The organisations that thrive next are the ones that invest in human evolution today



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The Inner Reboot Podcast

