




What You *Get Back* from *Giving*

A PRACTICAL GUIDE TO WELL-BEING IN THE WORKPLACE



The workplace has changed significantly over the past few years. One major shift is the renewed focus on employee well-being and how employers contribute to that.

In this guide, you'll discover:

-  What well-being means in the workplace.
-  Why it's essential to your business's success.
-  How to make practical changes that improve your employees' well-being – starting right now.



What Is “Well-being” Anyway?

Look up the word “well-being” in Merriam Webster’s dictionary and you’ll find that it means **“the state of being happy, healthy, or prosperous.”** This includes having good mental health, a high level of life satisfaction, a sense of purpose to your life, and the ability to successfully manage stress.

So, how does that translate to the workplace?

Well-being is about a lot more than just physical health. It involves creating an environment of mental support, financial health, purpose, and meaningful connections with peers and supervisors. And it’s not about setting up a gym in the office or designating a spare closet as a meditation room (although those things can’t hurt).

It turns out that there are **five dimensions of employee well-being**. Employers who really want to reap the benefits of improved well-being should pay attention to all of them.



The Five Dimensions of Employee Well-being

Pay attention to each of these aspects of employees' wellness to improve job performance, engagement, loyalty – and even your employment brand:



Mental and Emotional Support – The feelings and experiences employees have that build and sustain positive mental energy.



Sense of Purpose – Feeling fulfillment, meaning, and progress at work.



Meaningful Connections – Having supportive social relationships with co-workers and leaders, creating an environment of equity, inclusion, safety, and teamwork.



Personal Support – Working with others who create a safe, trusting, and respectful atmosphere.



Financial Health – Earning enough to feel financially stable and capable of living freely.

How Improving Well-being Benefits Your Business's Success

There is at least one good reason to support your employees' well-being: **It's the right thing to do.**

But there are plenty of compelling business reasons for improving the well-being of your workforce, too. The better your employees' well-being, the better your company's retention rate, referral numbers, ROI on healthcare costs, and more.



Employees who experience high levels of workplace well-being are **three times more likely to stay with their employer.**



Employees who experience high levels of workplace well-being are **three times more likely to recommend their employer to others.**



More than 60% of employers say workplace wellness programs have **reduced their organization's healthcare costs.**








Employees with **low** satisfaction rates call off **1.25 more days per month** than those with higher rates – that's 15 more days of absenteeism per year.

How To Improve Well-being in the Workplace

It's clear that making improvements to your employees' well-being creates tangible and positive results. From retention and job satisfaction to reduced costs and lower absenteeism, the benefits are obvious.

But how do you make it happen?

Here are five ways to enhance employee well-being within your organization:

-  Measure well-being on a regular basis.
-  Foster purposeful employees.
-  Promote financial wellness.
-  Have leaders lead by example.
-  Provide ongoing learning and development opportunities.



Measure Well-being Regularly

The first way to make improvements to your employees' well-being – measuring it – sounds simple enough. But it's often this initial step that employers miss. Simply taking stock of how your employees are feeling, both in and out of the workplace, is crucial.

Employees' needs are always evolving. And especially over the past few years, they've changed drastically. Taking the time to listen and gather feedback from your employees is one of the best ways to understand their needs and support them.

Whether you send a survey through email or simply chat with employees by the watercooler, **asking the right questions is important.**

“How are you feeling about your work?”

“How can we better support your success?”

“What could be improved?”

“What's going well for you? What's not?”

“Do you feel you have a good work/life balance?”

Foster *Purposeful* Employees

Remember the five dimensions of employee well-being? **Number two is a sense of purpose.** Employees need to feel the work they're doing is for a good reason, that they're contributing to something.

Work without a purpose means your employees are simply going through the motions.

Whether it's working toward producing a high-quality product, helping people live better lives in some way, or helping the organization as a whole achieve financial and economic success, **having a broader purpose defined for employees is key.**

The first step is to simply talk about these things with your employees. Set aside time for employees to discuss what they believe their purpose is within the organization. Have honest conversations about how individuals' work fits into the bigger picture.

From there, managers can help tailor employees' work and coach them in ways that support their particular needs and values. This helps to foster employees who aren't just going through the motions every day but are working because they're part of a bigger goal – they're working with a purpose.








Promote *Financial* Wellness

The fourth dimension of employee well-being is **financial wellness** – earning enough to feel financially stable and live freely.

The first step in promoting financial wellness, of course, is to **compensate your employees fairly** for the work they do. But besides paying competitive wages, what can employers do to promote their employees' financial wellness?

There are plenty of options:

-  Compelling benefits packages
-  Lifestyle spending accounts (LSAs)
-  Helping with student debt relief
-  Annual raises tied to performance
-  Providing educational resources on financial wellness

Additionally, **organizations should support staff members when unexpected issues arise** – a family member becomes ill, for example, and an employee needs to adjust their schedule. For employees, simply knowing their team has their back when life throws a curveball goes a long way toward improving well-being.



Lead by *Example*

As you've probably gathered by now, your organization's **supervisors, managers and leaders all set the tone for well-being** across the board. **Your actions often speak louder than words.**

Think of it this way. If employees see that their manager never takes breaks, or that leaders are constantly stressing themselves out by working at a breakneck pace, that becomes the benchmark – even if it's unintentional. Employees will mirror what they see their supervisors doing, so make sure what your organization's leaders are showcasing is the right thing.

Whether you're in a leadership, management, supervisory or HR role, **take breaks when you need them.** Use your PTO. Ask for help when you need it. Step away when you need to recharge. **Employees will see this is the standard at your organization and follow suit.**

Another way to lead by example is acknowledging that you are also learning as you go, and you don't have all the answers.

When honest conversations take place, it creates a psychologically safe environment for everyone.









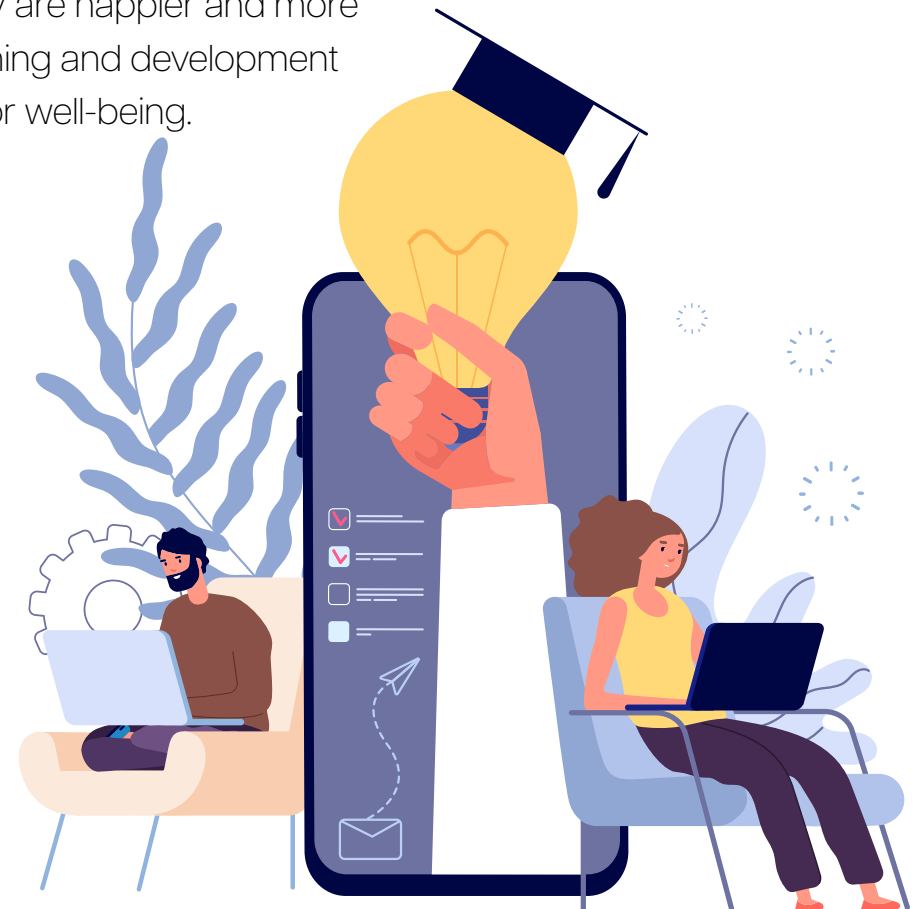
Provide Ongoing Learning and Development Opportunities

We've already learned how important a sense of purpose is when it comes to well-being in the workplace. Another element of having a strong purpose is having opportunities to learn and grow at work.

When employees feel they have no pathways for growth or development at a job, they're not happy. And they're more likely going to look for a new job somewhere else. On the other hand, when employees feel they have access to learning and growth opportunities within the organization, they are happier and more productive, and more likely to remain with the company. So, learning and development opportunities are as powerful a retention tool as they are good for well-being.

Learning and development opportunities can take many forms, including:

-  Formal training courses
-  Self-guided development courses
-  Being assigned to projects or tasks that stretch abilities and build skills
-  Mentorship arrangements
-  Upskilling
-  Pathways to promotions or leadership roles



Your Staffing Partner Can Help You Improve Well-being

There's no question that improving well-being in your organization benefits the bottom line, including boosting retention and referrals, reducing absenteeism, and much more.

It's good for your business, and it's good for your people.

Improving well-being might not be as difficult as you think – it starts with measuring how your employees are feeling in terms of their well-being at work, and there are simple steps to take from there to foster purposeful employees, promote financial wellness, and provide learning and growth opportunities. **Leading by example at every step ensures that employees know well-being is a part of your culture.**

Another way to help improve employee well-being – **connect with your staffing partner.** A staffing firm helps you avoid understaffing (which leads to burnout and a fast decline in well-being) and refers candidates who are a great job and culture fit from the start. Plus, augmenting your existing staff frees up your team members to focus on core objectives and other high-value work.

Contact us today to solve your hiring challenges and improve well-being through the power of staffing.



Sources

<http://bwpeople.businessworld.in/article/Employee-Wellness-A-Workplace-Key-Differentiator-In-2022-And-Beyond/15-02-2022-420617/>

<https://www.talentmgt.com/articles/2022/04/26/making-employee-well-being-a-way-of-life/>

<https://www.forbes.com/sites/forbesbusinesscouncil/2022/03/04/top-workplace-well-being-trends-for-2022/?sh=274379ca4c7b>

https://www.greatplacetowork.com/employee-wellbeing/utm_campaign=2022.TL.TLC.EM.AprilContentNL

<https://www.mckinsey.com/featured-insights/themes/how-organizations-can-support-employees-well-being-in-2022>

<https://www.sfmic.com/10-workplace-wellness-programs-statistics/>

<https://www.entrepreneur.com/article/421398>