



Let's
PROSPER

**WEAVE IN
WELLBEING
TO YOUR
WORKPLACE**

HANDBOOK

Ideas and Insights to help you
and your team Win with Well-being



WHY THE WORKPLACE?

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**WORKPLACE
WELL-BEING
IS A KEY
DRIVER OF
ENGAGEMENT**
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No doubt things are busy enough for you and your team without another set of initiatives to drive, So why invest the time, energy and resource into an endeavour like this?

The Workplace Well-being Evidence Review by Point & Associates in 2018 provides a compelling business case:



”Workplace well-being is a key driver of engagement and is strongly linked to employee attention, retention, improved safety, productivity and positive workplace behaviour.

Conversely, lack of employee engagement has been linked to increased absenteeism, presenteeism, and lower levels of performance and productivity, as well as increased safety incidents.

The two concepts of well-being and engagement are mutually reinforcing. Put simply, engaged employees experience greater levels of well-being, and employees who experience greater well-being are more engaged”.

Sounds like a winner to me, Let's dig into the detail...



WHAT'S THE CATCH?

It's important to be aware that these outcomes are the result of consistent involvement. Unfortunately, most longitudinal research paints a bleak picture of programme uptake.



Fear not, organisations that have been successful in attaining, and maintaining, widespread involvement share the following attributes. These are the key success indicators:

Analysis of data shows that only **20-40%** of eligible individuals participate in a program in any given year.

LEADERSHIP INVOLVEMENT

Leaders go beyond just being advocates, and are visibly active participants

POLICY & PROCESS ALIGNMENT

Internal systems don't inhibit people's ability to partake

COMPASSIONATE & COLLEGIAL ENVIRONMENT

A supportive culture exists that encourages individuals to explore new opportunities

TEAM INPUT

Ideas and opinions are sort, and a process of co-creation is evident

VARIED THEMES

The programme integrates aspects of each element of well-being (see next page)

LIMITED BARRIERS

Potential inhibitors like cost, age, mobility, fitness etc are accounted for (where possible)

COMMUNITY FOCUSED

Activities provide a positive impact beyond self and/or provide relationship building opportunities

CLEAR BENEFITS

Positive implications of involvement are tangible, attainable and meaningful

WHAT'S HOLISTIC?

The general opinion of well-being initiatives is that they revolve around things like fruit bowls, weight-loss challenges, yoga and meditation. The important distinction between wellness and well-being is that well-being involves more than just physical (and mental) health.

A multifaceted, and truly holistic well-being programme contains activities that positively impact each of the essential elements of well-being. Gallup© defines these as follows:

PURPOSE.....

- Liking what you do each day
- Motivated to achieve your goals



.....SOCIAL

Having supportive relationships and love in your life



THE WELL-BEING HIGH FIVE



COMMUNITY.....

- Liking what you do each day
- Motivated to achieve your goals



.....FINANCIAL

Effectively managing your economic life



.....PHYSICAL

Having good health and enough energy to get things done daily.

Coverage in each of these areas ensures everyone's needs are catered for and they're suitably equipped to flourish in all aspects.



OTHER CONSIDERATIONS

We have learnt a lot developing and implementing these initiatives over the years. Consider these programme pointers as you begin your creation process:

LOOK FOR LINKS

Making connections between the activities you're engaging in and how they relate to other aspects of organisational culture, strategic objectives, product/service offerings or key stakeholder relationships aides uptake and enhances meaning.

PIGGYBACK THE BIG PLAYERS

Don't reinvent the wheel. There are plenty of open source resources and fully supported initiatives available for you to utilize. Organisations like the Mental Health Foundation, Healthy Families, Health Promotion Agency or the Cancer Society are a great startpoint.

INTENSITY OVER DURATION

Enthusiasm and engagement tend to wane after 4-6 weeks. Arranging your offerings into short blocks, lessens the likelihood of process fatigue taking hold both for participants and organisers

THINK IN THEMES

In addition to the above point, consider grouping similar or related activities under broad headings to maintain (and build on) the momentum and engagement created.

MIX UP YOUR MESSENGERS

We all become 'white-noise' to our audiences after a period of time. You can avoid this by having a variety of voices. Look to recruit others, especially when their expertise ar enthusiasm for a topic exceeds your own level.

LEVERAGE YOUR NETWORK

Look to your team (and beyond) to help identify people who may be able to assist your efforts in certain areas. You might have clients, colleagues or acquaintances with knowledge, resources or further connections that can help you create truly awesome experiences for your team!!



HOW CAN WE HELP?

FIND OUT
MORE
WITH OUR
WELL-BEING
TOOLBOX

If you're seeking more practical support in the form of a fully-documented programme jam-packed with innovative, interesting and inclusive activities. Our Well-Being Toolbox might be just the ticket!



This comprehensive guide gives additional information on the topics covered in this Well-being guide, to promote self-awareness, encourage goal-setting, create collegiality and unity, develop resiliency and much more...

Keen to know more? or Keen to get going? Contact us:



021 171 2481



lachie@mmca.co.nz



www.letsprosper.co.nz



www.letsprosper.co.nz



Lachie: 021 171 2481



101 Don Street Invercargill, New Zealand 9810