

UNDERSTANDING WORKPLACE CULTURE

How Can This Encourage
Recovery and Wellness in the Workplace?



RECOVERY FRIENDLY WORKPLACE

www.wilkesrecoveryrevolution.com

WORKPLACE CULTURE

Every business and organization has a culture. If you have not designed and implemented the culture in your workplace then it has grown organically. It is a rare organization that can say that such a culture is without room for improvement.

NEARLY HALF OF ALL EMPLOYEES HAVE LEFT OR ARE PLANNING TO LEAVE THEIR JOB

Multiple studies and surveys have been conducted to understand why people are leaving their jobs. The top reasons are:

People are seeking to work where they -

- Feel Safe
- Are Heard/ Understood
- Feel Appreciated
- Have Shared Values

DESIGNING A HEALTHY CULTURE

- Start by gathering feedback from your current employees to get a better understanding of how they view the culture
- Watch for words that indicate that they feel APPRECIATED, SAFE, HEARD, UNDERSTOOD, VALUED
- If this is not the overriding vibe of the workplace - ask for input: What would make you feel safe, heard, appreciated, understood and valued?
- OPEN COMMUNICATION is vital to successfully creating and maintaining a healthy culture where all can thrive.
- Create a TASK FORCE - a team who can act as the liaison for workers and leaders to understand and communicate changes needed to create a healthy culture.
- Work together to design your new culture and ensure that all are on board and supporting its implementation.

SAFE ZONE

it is imperative that all feel safe: safe to talk about their feelings, their struggles, their heartaches, their challenges, their goals, their desires, their victories.

STATISTICALLY SPEAKING

Research studies show that businesses who design and implement a healthy workplace culture have significantly stronger success:

33% INCREASE IN REVENUE

29% IMPROVED PROFITS

72% REDUCED ATTRITION

202% IMPROVED PRODUCTIVITY

1 IN 3 PEOPLE ARE AFFECTED BY ADDICTION

REDUCE THE STIGMA

- Educate your entire staff about addiction and recovery
- Encourage open dialogue about addiction
- Support the journey
- Celebrate the milestones

RESOURCES

For more information about the Recovery Revolution and how you can support our efforts contact Ariana Williamson at awilliamson@wilkesrecoveryrevolution.com

CULTURE ASSISTANCE

For assistance in designing a healthy culture that aligns with your Mission and Vision contact Penny at Chappell Business Strategies. penny@chappellstrategies.com