

Employee Well-Being: Make it Fabulous



Earlier last month, I sat down with Anne Tessier-Chênebeau, the Global Managing Director of Enterprise at Fabulous. Fabulous is an app that incorporates all aspects of well-being to bring mindfulness and wellness to the pockets of millions worldwide. Its mission is to maximize employee happiness, wellness, and mindfulness, so that companies may flourish, become more resilient, and retain and grow their talent. With over 30M members to date, Fabulous is a science-backed employee well-being solution that helps teams to develop good habits for mind, body, and social connectivity to improve engagement and performance.

Anne Tessier-Chênebeau, from Paris, asked me to be interviewed for a LinkedIn Live Webinar for Fabulous. We focused our talk on not only my specialty in maintaining employee energy and retention, but also on how well-being is a state of complete physical, mental, and social well-being. I spoke about how my book, *Love 'Em or Lose 'Em*, relates to the topic of well-being in the workplace.

According to Gallup, career well-being is the number one indicator of overall well-being. That makes sense, right? We spend most of our waking hours at work. If you don't love your job, how can you love your life? In terms of well-being, your boss may even have a bigger effect on your health than your doctor. It goes to say that mental and emotional health kills people as fast as physical health can.

Curious about how they support well-being in their own company? Anne graciously answered a few curated questions, shared below.

Question: What new programs or initiatives has Fabulous run in this past year that showcase your own company's dedication to employee wellness?

We practice what we preach. We support every single employee to foster work/life balance by enabling workers to work fully remotely. This way, everyone is free to choose the best environment for work. We offer unlimited PTO and behavioral coaching to all of our employees

as well. Behavioral coaching focuses on supporting our employees' objectives and tackling their challenges.

Question: What is something that Fabulous is doing for employee well-being that they can proudly say most other companies don't do?

We are super consistent and aligned with what we say versus what we do. We spread mindful leadership that is focused on employee active listening and empowerment.

Question: What kind of audience and reach does Fabulous hope to have within the next year?

With over 30 million members worldwide, we want to continue to support more people every day and everywhere on the globe while taking care of our community. We want to continue to offer live coaching sessions in behavioral change so that we can maximize our impact with B2B and B2C.

Whether you're a manager or an employee, consider what actionable steps you can take toward making wellness at work a priority. These steps could look like scheduling feedback sessions with your supervisor and asking yourself, "what's currently working for me? What's not working and could be better?" My interaction with this company has certainly enlightened me to look into my own well-being at work. For an expansion of these ideas, do head over to my book, *Love 'Em or Lose 'Em* or my website, bevkaye.com.