



Workplace Wellness

An essential introduction guide

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What is Workplace Wellness?

Workplace Wellness encompasses the **STRATEGIES, POLICIES, and ACTIVITIES** that support the physical, mental, and emotional health of employees within the working environment. It is about creating a holistic atmosphere where individuals can flourish. As managers and leaders, embracing a workplace wellness program translates to a **COMMITMENT** to your team's wellbeing, ultimately leading to enhanced happiness, engagement & success!

“Good Health IS Good Business”

Paul Dreschler, Chairman, Bibby
Line Group



Why does it matter?

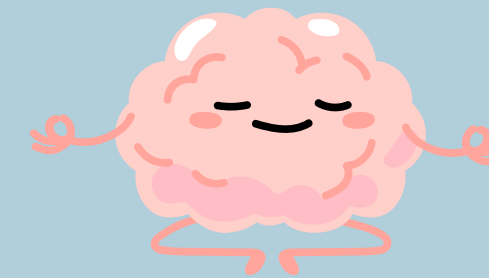
Investing in Workplace Wellness is NOT a trend, it's a necessity. Here are some compelling statistics that underscore its importance:



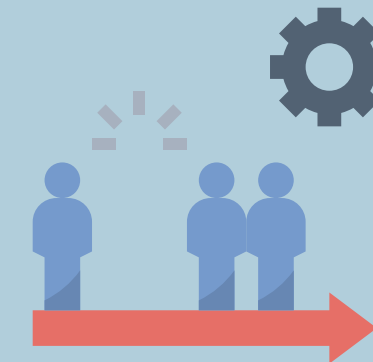
Healthcare Costs: Businesses lose around £29 BILLION annually due to employee turnover & absenteeism, with many cases linked to employee well-being (CIPD).



Employee Engagement: Engaged employees report 21% HIGHER profitability. Implementing wellness initiatives can significantly improve employee engagement levels (Gallup).



Mental Health Impact: Approximately 1 in 6 workers in the UK experience mental health problems, & poor mental health can result in costs of up to £45 BILLION in lost productivity (Gallup).



Reduced Absenteeism: Companies that implement employee wellness programs can achieve on average, a reduction of 30% absenteeism due to better health management (Nuffield Health).



Key Wellness Areas

To foster a thriving workplace, focus on these key areas of wellness:

- **Mental**

Access to counselling, stress management workshops, mindfulness training

- **Physical**

Nutritional programs, fitness initiatives, ergonomic workspaces

- **Emotional**

Support systems, employee assistance programs (EAP's), open-door policies

- **Social**

Team building activities, networking events, and community outreach

- **Professional**

Continuous learning opportunities and career coaching

These dimensions interconnect and contribute to an overall culture of wellness. Tailoring initiatives to fit within these areas will **EMPOWER** your employees to **TRANSFORM** their lives and **THRIVE** professionally.

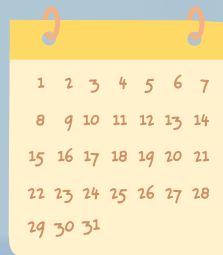


Warning Signs

Recognising warning signs that indicate an employee's declining wellness is crucial.



Declining Performance: A drop in quality of work may indicate stress or disengagement.



Increased Absenteeism: Frequent unplanned leave can signal fatigue or health issues.



The average employee absence is now 7.8 days per year (2023), compared with 5.8 days in 2019. (CIPD)



Interpersonal Conflicts: Strained relationships & communication breakdowns can point to underlying mental health concerns.



Low Morale: A generally negative attitude within teams can indicate a need for wellness intervention.



At Work Practices

Incorporate daily practices that promote wellness within the workplace.



• Breaks & Movement

Encourage regular breaks & walking meetings to reduce stress and improve focus

• Healthy Snacks

Provide nutritious options in break rooms to fuel employees' bodies & minds

• Mindfulness

Integrate mindfulness practices or meditation into the daily schedule

• Work-Life Balance

Promote flexible schedules that support personal commitments





Helpful Spaces

Designing physical spaces that promote well-being can significantly impact your team.

Consider these implementations:

Quiet Zones:

Establish areas for relaxation or focused work away from the noise.

Collaboration Spaces:

Create inviting spaces that promote teamwork & dialogue.

Wellness Rooms:

Provide a dedicated area for yoga, meditation, or simply a space to unwind.

Nature Elements:

Incorporate plants or natural light to enhance mood & productivity.



Clear Communication

Effective communication fosters a culture of Wellness. Establishing these clear channels are quick, often free & allow for incredible ROI, such as:

- **Open Dialogue** - Create an environment where employees feel comfortable to speak up about their wellness needs.
- **Feedback** - Regular surveys help identify areas for improvements and gather insights.
- **Resource Sharing** - Ensure employees are aware of available wellness resources, including workshops and support services.

**Enhances
Productivity!**

Builds Trust!

**Improves
Engagement!**

Promoting open and transparent communication enables you to connect better with your team, enhancing their overall well-being.



Inspiring Activities

Team Challenges:
Organise fitness challenges, or wellness competitions to create a sense of camaraderie.



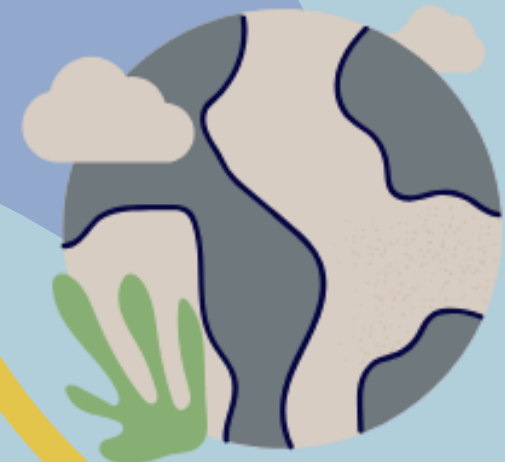
Skill Based Workshops:
Host sessions focused on interests like cooking, art, or mental health awareness.



Volunteer Opportunities:
Encourage participation in community service, fostering a sense of purpose and connection.



Lunch & Learn: Turn employee's lunch break into an opportunity to learn about wellness, informally and practically.



Wellness is Culture

Creating a Culture of Wellness begins with **LEADERSHIP**.
As a corporate manager or leader, you set the **TONE** for your workplace.



Lead by Example: Practice self-care and wellness, both at work and in your personal life.

Institutional Support: Ensure that wellness initiatives receive the necessary resources and emphasis.

Celebrate Wellness: Acknowledge and celebrate achievements in wellness to reinforce its importance.



Your Workplace Culture should be your Corporate DNA





Let's Begin Today

For a FREE no obligation 30 minute discovery call,
find out how YOU can create a thriving and happy work environment,
contact Laura@empowerwellcoaching.co.uk
or pop me a message on 07519 173548



EMPOWER. TRANSFORM. THRIVE.

