

4 STRATEGIES TO UPLIFT EMPLOYEE WELLNESS

GATHERED FROM A GLOBAL NETWORK OF LEARNING LEADERS JUST LIKE YOU

As organizations are taking a closer look at what employees need to be successful, **employee wellness** is moving to the forefront of the conversation. Now, more than ever, employees are struggling with higher levels of anxiety, stress and uncertainty.



Organizations are realizing the importance of employee mental health and well-being – and making **necessary changes** to address whole-person wellness.

Here are **four ways** L&D can help to uplift wellness in the workplace:

1 | Create wellness programs that cater to more than physical health.

DO	DON'T
 Incorporate wellness into all parts of training, starting with onboarding .	 Focus on one aspect of health, like weight.
 Include comprehensive guides on what is available.	 Make a competition out of well-being.
 Encourage and reward use of wellness programs.	 Alienate employees with different backgrounds .
 Design training around a growth mindset.	

2 | Identify sources of burnout and create programs to prevent it.

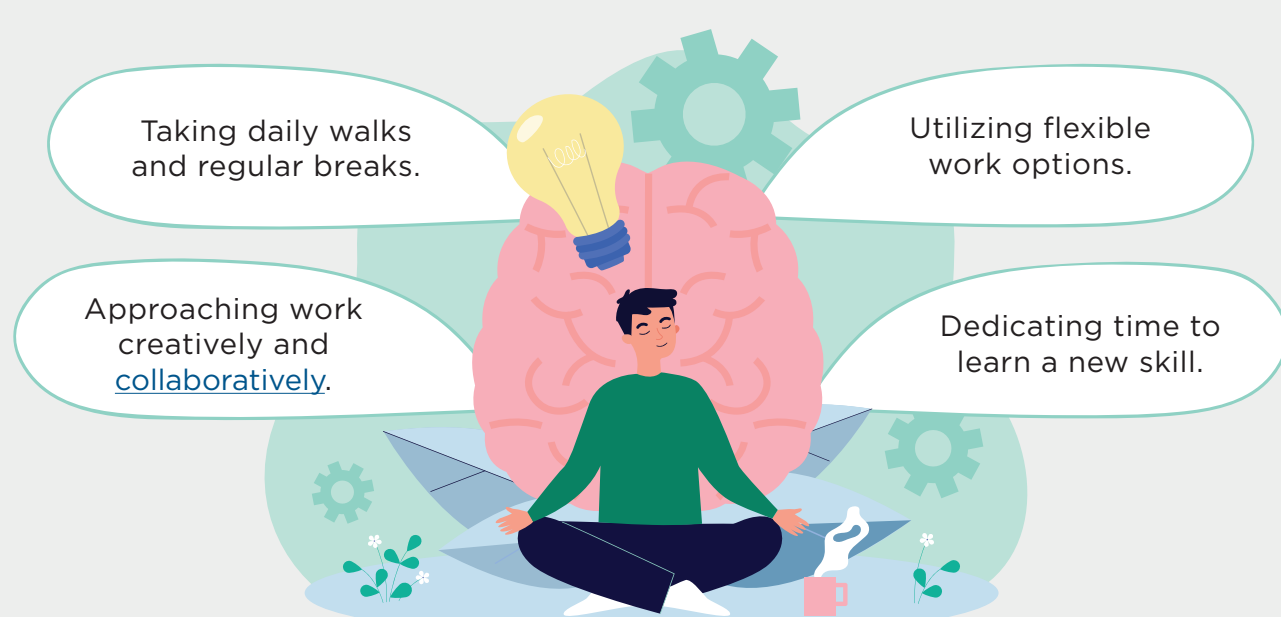
Burnout is a serious concern in today's work environment, leading to **higher health care costs**, **absenteeism** and **employee turnover**. Take [preventative and remedial steps](#), such as:

- ▶ Creating [employee assistance programs](#).
- ▶ Deploying mindfulness training.
- ▶ Providing flexibility to create a healthy work-life balance.
- ▶ Setting realistic goals and expectations.



3 | Support acts of self-care.

Self-care isn't all bubble baths and charcoal masks. **Real work** goes into being **mentally well**. Workplace self-care can look like:



4 | Encourage social engagement in the workplace.

Socializing in the workplace has many classic forms — birthdays, promotions, goodbye parties, etc. What other ways can you **encourage connection** in the workplace?



Utilize **chat channels** and **discussion boards** to share information.



Integrate storytelling into meetings to enhance engagement.



Implement [employee resource groups](#) to connect employees.



Establish regular **check-ins** with employees to ensure that work is manageable.

These are just four strategies to uplift wellness in the workplace – what other ways can you help to address **whole-person wellness** in your organization?



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