

## Workplace Wellness

### **The benefits of workplace wellness:**

Many organisations are now realising the advantages of introducing wellness initiatives into their workplace, for the business and the employee.

Workplace wellness programmes are becoming increasingly popular as firms of all sizes see the benefits to both their employees mental wellbeing and their general lifestyle choices

Such programmes have been shown to tackle common issues such as absenteeism and high stress levels, leading to increased employee morale and employee retention.

It is possible that having an employee wellness programme in place could help you to reduce recruitment, training and other hiring costs that are associated with high staff turnover. Investing in a workplace wellness programme is clearly a sensible choice for any business.

### **Understanding what your employees need:**

Just offering a wellness programme to your employees is not enough. You need to first understand what elements of such a programme are important to them.

This can be achieved by carrying out a fact finding survey prior to programme launch, allowing the business to build their programme around the very specific needs of their employees.

By beginning the process in this way the business can ensure that they are remaining focused on the ultimate goal of their wellness programme, which is to take care of their employees.

Understanding what is the right choice for your business:

As wellness has become such a popular and perhaps overused phrase, it is important to mention that what aspects of a wellness programme which work effectively in one type of organisation, may not be entirely suitable for your business. It is important to consider your company culture, the type of people who work there, their needs, interests etc.

Starting small is probably also a better way to proceed as you might find that those little changes are really all your organisation was desiring. An initiative such as a suggestion box, weekly fruit, discounts for local businesses etc could make a substantial impact in some businesses and it may not be necessary to consider the options often favoured by larger organisations.

### **Don't underestimate the power of interiors:**

A simple re-organisation of your office could have a powerful impact on your company culture. How people are seated, light levels, appropriate storage options, privacy screens, air quality etc can have a substantial impact on employees wellbeing.

### **Break time.**

Encouraging short breaks throughout the day will ensure that employees maintain a high level of engagement and may prevent burn out. Having a space that is designed to allow employees to

engage away from their desks is also crucial for encouraging collaboration. If employees have not had the opportunity to engage with one another away from the work space they may struggle to work collaboratively together in the workspace. This type of space is also vitally important for ensuring new employees are fully integrated into the company culture.

Regardless of what your business decides to implement in terms of wellness, it is imperative that the interest in creating a company culture of health and well-being comes from the top down. Employees are far more likely to engage in wellness initiatives were they see their leaders becoming actively involved.

**Should you wish to discuss any of the topics highlighted in this article please do not hesitate to contact DBASS on 01- 849 88 00 were a member of our team will be delighted to assist you.**