

Why Employee Wellbeing Should Be Your Top Priority

Your Practical Guide



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What does the state of employee wellbeing look like?

The way we view wellbeing at work is changing, and for the better. The pandemic has brought us to realise that quite simply, there are more important things in the world than work. Our physical health, mental wellbeing and how we live our lives is what we should be focusing on first and foremost. As the saying goes, you can't pour from an empty cup.

People's priorities have changed drastically with over [53% of workers being more likely to prioritise their wellbeing over their work](#) and people putting their family and their personal lives as a top priority. And why shouldn't we? The more we focus on looking after ourselves and those we love, the better we show up each day in various areas of our lives. Prioritising our wellbeing is essential for living a healthy and happy life. Simply put, if we don't look after ourselves, we'll become burnt out.

Burnout is becoming more common amongst employees with $\frac{1}{3}$ of full time employees saying they've experienced burnout at some point in their careers. But workers have realised the importance of wellbeing and living life on their terms, and are seeking out employers that recognise and respect this need. Employers have started to take note, almost 46% of organisations have increased their health and wellbeing focus since the beginning of the COVID-19 pandemic.

Businesses need to start recognising the importance of health and wellbeing, or risk getting lost in the waves of 'The Great Resignation'. The ball is now in the court of employees who will seek out workplaces that suit their needs, align with their values and show an authentic concern for the wellbeing of its employees.

Wellbeing At Work

Employee wellbeing relates to our mental health, emotional health and being able to bring our best selves to work to do our jobs properly. **Gallup have found that there are five pillars of wellbeing:**

1. Physical

Basic health for energy and functioning daily

2. Career

Satisfaction with daily tasks and responsibilities

3. Social

Healthy relationships with friends and loved ones

4. Financial

Successfully managing finances

5. Community

Connecting with other people in the workplace

Physical wellbeing is all about looking after our bodies and ensuring we have energy to go about our daily lives. It's about getting up and moving about. You don't have to be addicted to CrossFit or HIIT workouts, finding ways to move your body that you enjoy is the key here. It could be a walk in the morning or evening, swimming, dancing, a spin class, football or yoga. Anything that empowers you to feel stronger, healthier and energised should be on the agenda.

Career wellbeing is all about liking what you do for work and feeling satisfied with your role. Did you know that people with high career wellbeing are more than twice as likely to feel satisfied and thriving. Career wellbeing isn't all about paychecks, it's about feeling a sense of purpose and enjoying what you do, for some people that might be working in an office, it might be freelancing, it might be working with animals or children. It's all about feeling engaged and enthusiastic about your chosen occupation.

Social wellbeing is all about our relationships with people and nurturing those relationships. As humans, we're naturally social beings and having positive relationships in our lives influences us in so many ways - they make us happy, healthy and productive. In fact, connecting with others is great for relieving stress and a lack of social connection can lead to depression, anxiety and cognitive and functional decline.

You might think financial wellbeing is related to our salary, but it's a bit more in depth than that. Financial wellbeing is about financial security and how people view their own financial situation. People with a high level of financial wellbeing feel secure and in control of their finances - they can pay their bills and spend money on things that they enjoy.

Last but not least, community wellbeing. Community wellbeing in the workplace is all about feeling a sense of belonging at work, connecting with other employees and the company culture and working towards shared goals. [Workplace community has a huge impact on job satisfaction and employee engagement](#) and is one of the main factors that employees value at work.

Why Employee Wellbeing Matters (The Benefits)

Your employees matter. You've hired certain employees because you think they're a perfect fit for your company, the culture and perfect for the jobs you need help with, they're the people that keep your business going. If your employees aren't feeling fulfilled and happy in relation to the five pillars of wellbeing that we just spoke about, then it will have a huge impact on your business. Here's why:

Happy employees are more productive and motivated

A healthy and happy workforce is a productive one. [Warwick University found that happy employees are 12% more productive.](#) The experiment found that happier workers use their time efficiently, get work done quickly and their work is of a high quality. If all your employees are turning up to work at 100% capacity, the results for your business would be phenomenal.

It'll have an impact on your company culture

Company culture is really important for overall job satisfaction. Company culture and employee wellbeing go hand in hand, it's a symbiotic relationship where one influences the other. If your business is made up of employees who are all happy, healthy and performing at their best - this will do wonders for your company culture.

You'll have an improved retention rate

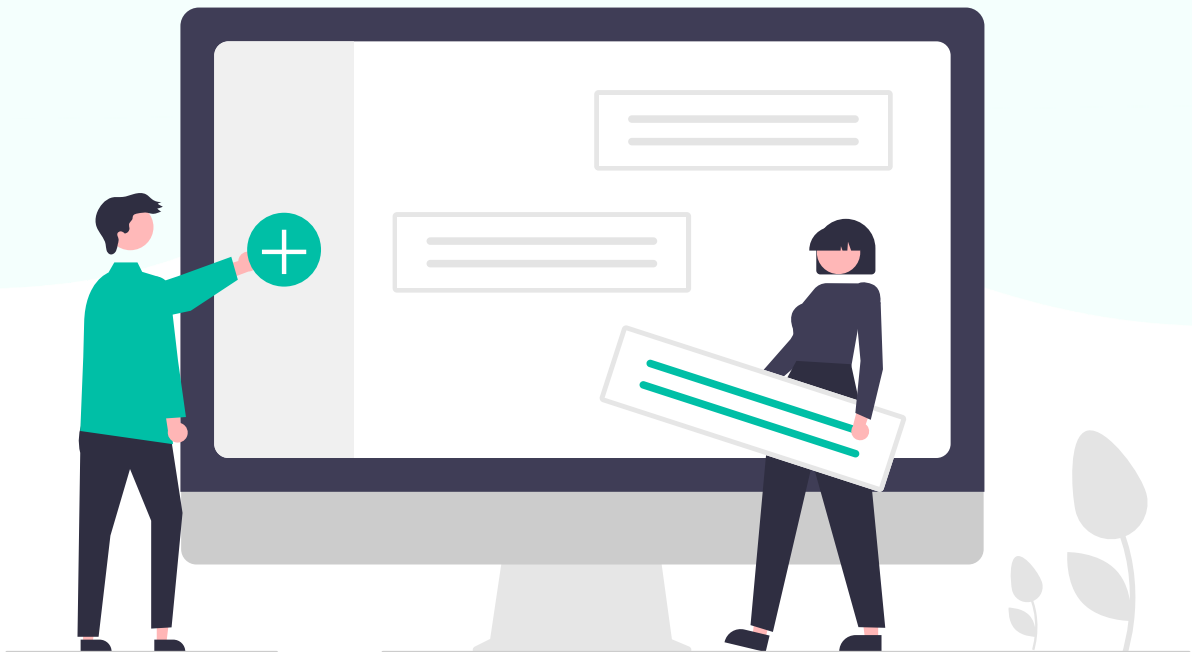
By ensuring your employees feel happy and secure with regards to their physical and mental wellbeing, their career, their social life outside of work and relationships within the business and their financial position, it will have a hugely beneficial impact on your business with regards to retention.

Employees priorities have changed and factors influencing career choices and where people want to work include work life balance, a positive workplace culture and workplace benefits that have an impact on individuals health and wellbeing.

Wellbeing Initiatives

Training & Education

Educating employees to take control of their wellbeing is a great first step in improving employee wellbeing. Workplace training sessions surrounding the five pillars of wellbeing and how employees can manage and improve these areas will give employees the resources and methods needed to manage these areas of their lives.



Private Healthcare & EAP

Offering private healthcare and employee assistance programmes (EAP) are some of the best perks to give employees as it offers security and support with regards to their physical, mental and financial wellbeing. With almost half of employees reporting high anxiety levels with regards to their health, offering health cover proves that you care about your employees wellbeing and will be there to support whatever they're going through.

Contributions towards fitness

Giving employees contributions to put towards physical activity is a great perk. It might be a gym membership, a yoga studio, boxing classes or rock climbing, but being able to use it in ways that suit individual employees is a great incentive for improving wellbeing. Physical activity has been shown time and time again to have an impact on our self-esteem, energy levels and sleep quality as well as reducing stress.

Place a focus on work life balance

Whether it's flexible working, a work from anywhere policy, a four day week or early finish Fridays, more employers are adopting policies and work schedules that give their employees a better work life balance which has a huge impact on wellbeing and productivity levels.

Celebrate Achievements

Employees want to feel recognised in the workplace, they want to know that they're valued for their skills and abilities. Take opportunities to praise your employees through regular feedback, a little bit of recognition goes a long way in making your employees feel like a part of the business.



How an intranet can help with employee wellbeing

So how does an employee intranet help with employee wellbeing and the five pillars of employee wellbeing? Let's take a look...

Employees are in the loop

In order to do our jobs properly and thrive in our careers everyone in an organisation needs to be working towards the same goals and this can only be achieved with clear communication and collaboration.

Having a company intranet gives your workforce a unified place to work on projects, share resources, communicate immediately and efficiently and receive important company information. By keeping everyone in the loop and having a single source of truth, employees can work efficiently and know exactly where to go to receive company communications.

Hubs & Communities

Forging positive relationships at work is a huge contributor to our job satisfaction and creates a sense of belonging for us in our job roles. [Hubs and communities](#) help to keep your company culture alive and encourage employees to create bonds with one another through outside interests, organising activities outside of work or just having regular conversations and catch ups.

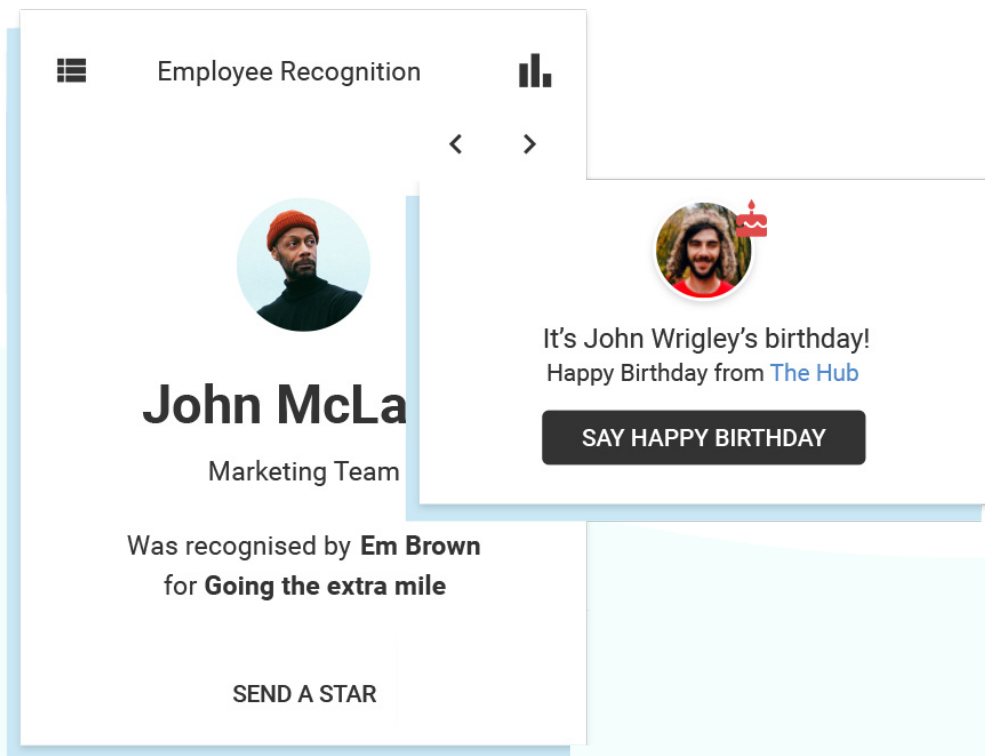
You can create dedicated hubs for specific subjects so you can create hubs solely for the purpose of health and wellbeing and fill it with resources, tips and training to educate your employees and help them take control of their wellbeing.

where people want to work include work life balance, a positive workplace culture and workplace benefits that have an impact on individuals health and wellbeing.

Social Intranet

Hybrid and remote working shouldn't stop us from connecting and collaborating. Social feeds help keep us connected to colleagues and share what's going on in our work and in our lives and instant chat functions mean you can talk to colleagues, teams or anyone in the organisation instantly.

Recognising employees is also great for boosting morale and making employees feel valued and with employee recognition tools right at your fingertips, you can make anyone's day by showing them you've noticed all their hard work.



Making remote work easy

With the right tools and tech, managing remote, hybrid and office based workers is a breeze. [Dedicated mobile apps](#) give employees instant access to their intranet wherever they are and document management integrates with a number of third party platforms to ensure employees can do their work wherever they are.

Discover more ways on how you can improve your employee wellbeing, take a look at the features we have at Oak Engage.

Find out more

