

Wellbeing at Work Guide

MIND WORK



Wellbeing at Work

Whilst we are awash with personal wellbeing techniques, rarely do we consider the requirement for workplace wellbeing. But being as we spend over 1,700 hours a year at work (based on a full-time week) workplace wellbeing is something which is noticeable by its absence.

The office, factory, shop, or even our homes these days, can be the place where people are challenged the most in an emotional, physical, or mental way. The toll can be significant both personally and commercially. It is within our power to make sure employees get all the support they need to feel well whilst working.



Whose Responsibility is Wellbeing at Work

It's natural to think that the employer is responsible for wellbeing at work. And whilst a firm does have a responsibility to its staff, the truth is **everybody is responsible for wellbeing**. Only as a collective can it be managed effectively. As employers, businesses need to foster the right environment, but workers also need to take responsibility for staying well – especially those working from home. Getting staff on board is key to success. In this guide, we'll help you as business leaders identify the opportunities to bring workplace wellbeing up to scratch.



What Exactly is Workplace Wellbeing?

Employee wellbeing is often thrown into the mix with terms like employee engagement, employee satisfaction, or employee experience. There is some interchangeability, but it is important to recognise that wellbeing is more holistic than knowing if someone likes the work they are doing or the way the boss speaks to them.

Wellbeing at work is the overall physical, mental, and cognitive health of employees. The office marathon runner might be physically fit, but if they are stressed, tired, or overwhelmed, they may display a cognitive deficiency, and this affects the overall performance of the business. The combinations are endless but there are some overarching things bosses can consider to make things better.



The Seven Dimensions of Workplace Wellbeing

Environmental Wellbeing

There are a few factors to this element, but in summary, it relates to providing a non-toxic and clean environment for employees. Air quality is a big one here. Poor air quality has been known to contribute to poor cognitive, physical, and mental health. Thinking about how and when chemicals are stored and used is important.

Physical Nourishment

The **World Health Organisation** identifies that consumption of high calorie, low nutrition food (aka 'the vending machine'), is the main reason for obesity, weight gain, and physical inactivity. Whilst it's difficult to control everything anyone eats, there are things employers can do to help workers eat a little better. For example, fruit stations, partnerships with healthy food companies, lifestyle apps, or providing guides and advice will all contribute to a healthier workforce.

Physical Comfort

This is more than just one of those workstation assessments. Though those do help. The physical comfort dimension relates to visual, auditory, thermal, and olfactory (smell) factors. Making sure the balance of lighting, heating, and ventilation are right will help employees health and productivity no end. This goes for the home set up too. There are **home working tax allowances** your employees could take advantage to help with the heating bills during the winter months.

Physical Fitness

You could invest in putting a high-octane gym in the basement, but with a bit of creativity, this dimension can be addressed quite quickly, and at a low cost. By helping people get up and move every hour, there is a physical health pay-out. For example, considering the location of the printer, creating inter-team step competitions, or schedule walking meetings. Getting out and about is even more important at home to avoid 'cabin fever'.

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Cognitive Wellbeing

This one is a little more complex. The crux of the issue comes down to working spaces. Sometimes, to think straight, people need a quiet room. Other times, a vibrant meeting space might bring about the creativity needed for ideation. Home workers with smaller places will benefit from some smart thinking about where they pitch up. The breakfast counter next to the washing machine, for example, is not always ideal, but the local coffee shop might be! As for the office, it's important to have a range of spaces where people can work at their best.

Social Wellbeing

Whilst this element has taken a hit as a result of Covid-19, now is the perfect time to address the office space. The buzzword is social connectivity. Enhancing how people interact, talk, and help each other can make them far more productive than being pigeonholed or shut away. And for those at home, regular daily catch ups, or a communal virtual space can work wonders.

Emotional Wellbeing

Again, this is a complex topic. Emotional wellbeing is an essential human need. We crave personalised spaces, so it is a good idea to allow for this. Views to the outside world help too, so address any windows blocked up by boxes. The spectrum of mental wellbeing is huge, so it is a good idea to have specialists help on hand for the times people have too much to deal with.

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Is It All Worth It?

The science behind wellbeing is comprehensive. As is the financial data. The cost of mental health to UK employers is £45 billion per year. According to **Deloitte**, for every £1 spent by employers on mental health, they get an extra £5 back in reduced presenteeism, absence, and staff turnover.

Traditionally many businesses correlate wellbeing with absence levels. This is no longer relevant with presenteeism being the silent productivity killer for many businesses. Being on the front foot will set your business apart, not only in terms of productivity but also through reputation too.

How Can We Help?

Mindwork offers touch button access to therapy services for businesses of all sizes.

Whether it's a traumatic event or simply a time to reflect, we're here for your staff when they need it most. Packages are tailored to suit your business requirements. To arrange a consultation with our support team **[click here](#)**.



