

# Leadership and Engagement in Workplace Wellness TIPS

KIT for HR  
Employee  
Experience  
Architect

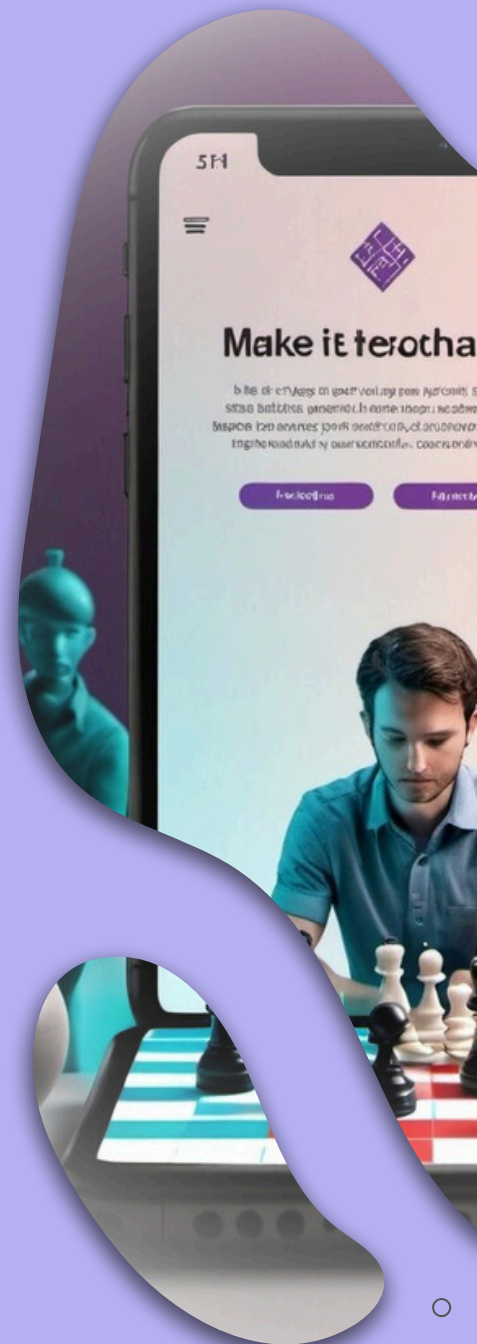


# 1

## Aim for High Engagement Rates

Develop engaging and relevant wellness initiatives to achieve high participation rates.

Tailor programs to employee needs and preferences to maximize effectiveness.



# 2

## Employee Involvement:

Engage employees in the development and implementation of wellness programs.

Use regular surveys and employee task forces to gather feedback and shape strategies, ensuring programs meet their needs.

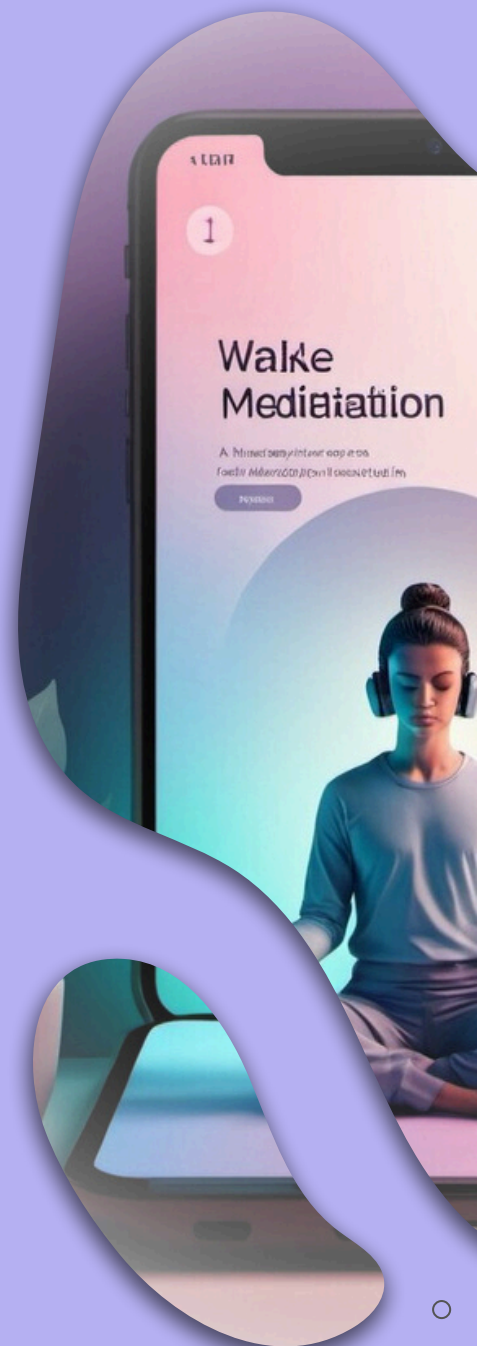


# 3

## Analyze Participation Rates

Review participation rates in existing wellness programs to identify which initiatives are most beneficial.

This includes tracking attendance at events and usage of wellness benefits.



# 4

## Monitor Absenteeism

Track absenteeism due to illness to identify patterns and areas needing targeted wellness interventions.

High rates in specific departments or times of the year can indicate underlying issues.



# 5

## Measure Morale

Include targeted questions in anonymous surveys to gauge employee morale.

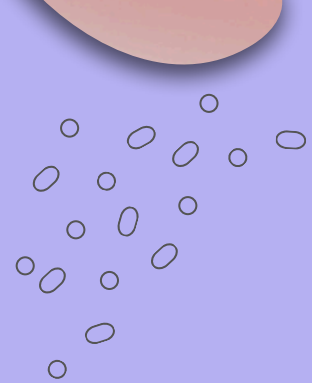
Ask about pride in working at the company and perceptions of supervisor support for wellbeing.



# 6

## Support Employee Interest Groups

Encourage and track participation in employee interest groups, ranging from hobby-based clubs to identity-based resource groups, to foster a sense of community and belonging.

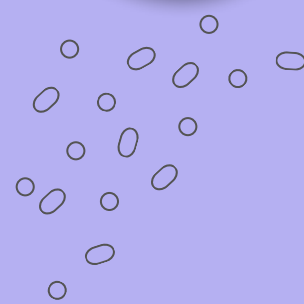


# 7

## Engage Leadership and Managers

Ensure top executives and managers actively support and participate in wellness programs.

Leadership involvement is crucial for fostering a culture of wellness and encouraging employee participation.



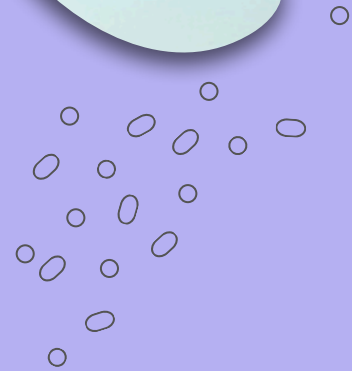


# 8

## **Build a Network of Wellness Champions**

Develop a network of wellness champions within the organization to enhance engagement.

These champions should communicate wellness messages, motivate peers, and tailor programs to different locations and workgroups.

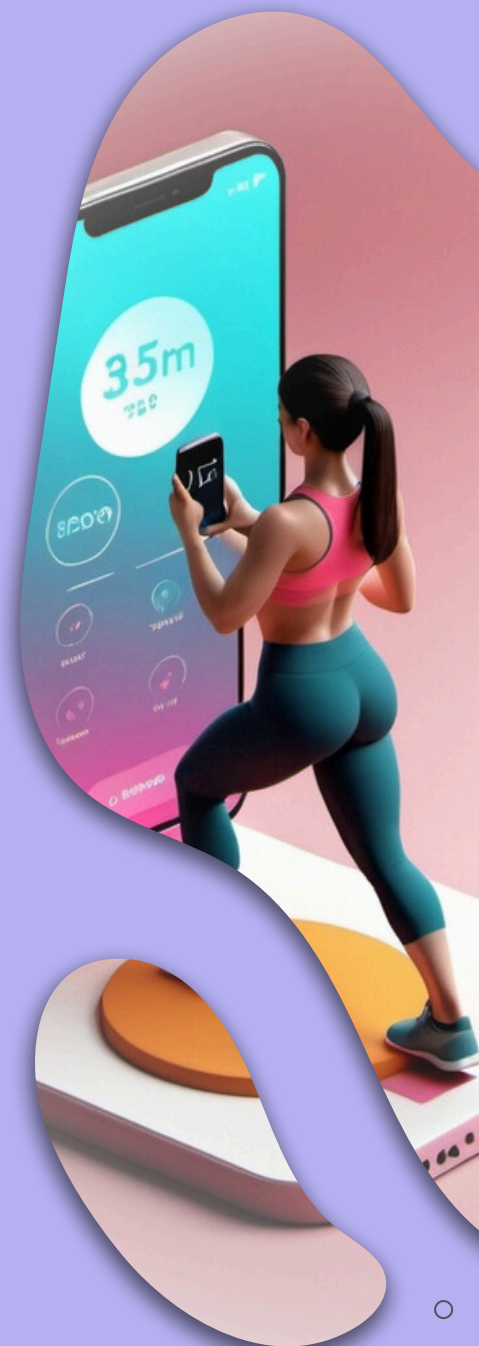


# 9

## Foster Team Interdependence

Shift the focus from individual efforts to team-based wellness practices.

Programs like Team Mindfulness Training (TMT) teach employees to support each other, enhancing collective well-being and reducing burnout.



# 10

## Create a Supportive Environment

Cultivate a supportive workplace culture that prioritizes employee well-being.

Encourage managers to support their team's wellness goals and create an environment that promotes health and happiness.

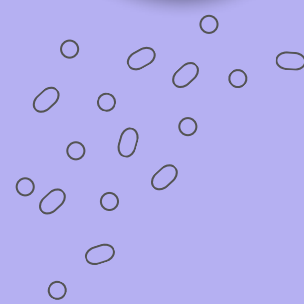


# 11

## **Use Positive Reinforcement:**

Promote a positive workplace culture through manners, compliments, and fostering gratitude and recognition.

Positive reinforcement can significantly enhance employee morale and engagement.



# 12

## Get Wember to sort it all out

Wember provides comprehensive wellness solutions for companies, utilizing technology to offer wellness monitoring, employee activation, and incentivization programs encompassing various well-being dimensions, including physical, mental, and environmental well-being, thus fostering a healthier, more engaged workforce.

