

YOUR WELLBEING CHECKLIST FOR EMPLOYERS

In these very challenging times, looking after your employee's mental health and supporting their wellbeing is as important as providing a safe place for them to work.



Please see below tips your organisation can use to improve wellbeing in the workplace:

Mental Health

- ✓ Prioritise mental health in the workplace by developing and delivering a programme of activity.
- ✓ Increase organisational confidence and capability.
- ✓ Provide mental health tools and support.
- ✓ Proactively ensure organisational culture drive positive mental health outcomes.
- ✓ Promote an open culture and communication on mental health.
- ✓ Encourage leaders to role model good sleep and work hygiene e.g. reducing evening screen time to tackle stigma of sleep being a 'nice to have'.

Social Isolation and Loneliness

- ✓ Always be available to talk – and communicate this to all teams.
- ✓ Enable social connection.
- ✓ Encourage daily check-ins with teams to catch up and have a chat.
- ✓ Try to have monthly team activities e.g. Team quiz, games etc.

Financial wellbeing

- ✓ Review any work-related factors negatively impacting employee's financial wellbeing and take action to mitigate these risks.
- ✓ Reach out to employees, encourage the conversation, and listen to the support they need.
- ✓ Signpost to reliable information and sources.

Physical activity

- ✓ Find creative ways to help employees to support and encourage each other with physical activity and healthy eating, e.g. 'walk and talk' catch ups.
- ✓ Promote daily walks - Serotonin promotes a sense of happiness and well-being so the more fresh air you have will help to significantly boost your employees' mood.
- ✓ Share reputable free resources.