



Bailey & French.

**WELLBEING STRATEGY
TEMPLATE**

Developing a Wellbeing Strategy

A robust wellbeing strategy should cover support across areas of:

- Psychological Wellbeing
- Physical Wellbeing
- Financial Wellbeing

In addition, it is helpful to consider both immediate support to treat symptoms of negative wellbeing as well as a longer-term more positive and preventative approach to support people to flourish and thrive at work.

Why You Should Develop a Wellbeing Strategy

Poor mental health costs UK employers up to £45 billion each year. This is a rise of 16% since 2016 – an extra £6 billion a year.

For every £1 spent by employers on mental health interventions they get £5 back in reduced absence, presenteeism and staff turnover – Deloitte, 2020

When people are in a positive state, they can find 12+ solutions to a given problem compared to 2 when in a state of anger or fear – Fredrickson, 2008

According to a Gallup study in 2019, if employees had higher wellbeing in year one, they would tend to have higher engagement at work in year two as well as increased positive change in wellbeing in year two – Gallup, 2019

People with higher levels of wellbeing have 41% lower sickness absence as a result of poor health – Gallup, 2012

Typical Examples of Wellbeing Initiatives

Psychological

The PERMA model was introduced by Martin Seligman in 2011 through his research into flourishing and thriving. These five core elements of psychological wellbeing, all equally important, can help people work towards a life of fulfillment, happiness, and meaning.

	Short Term Responsive	Long Term Preventative
Positive Emotions (Mental Health)	Mental Health First Aid	Building Skills in creating positive emotions at work that builds resilience as an output
Engagement - The Right Environment to be Engaged	Flexi Working	Strengths Awareness and use in daily work (flow)
Relationships - Social, Cyber	Mediation	D&I initiatives on respect. Building high quality connections
Meaning - Spiritual, Purpose	Mindfulness, Meditation	Intrinsic motivation initiatives built into personal and team goals
Accomplishment	Praise initiatives for whole programmes	Daily manager / peer feedback, micro-action focus for personal growth

Physical

	Short Term Responsive	Long Term Preventative
Sleep, Nutrition, Exercise	Awareness and Education Initiatives	Providing Insights in Personal Current State

Financial

	Short Term Responsive	Long Term Preventative
Budgeting, Redundancy Support, Retirement Planning, Debt Management	Awareness and Education Initiatives	Providing Insights in Personal Current State

Questions To Consider When Developing a Wellbeing Strategy

Now that you have a broader perspective on wellbeing, it's time to reflect on and diagnose your current wellbeing approach. Use the questions below:

- How is your team's / organisation's wellbeing currently?
- What intervention / support are we providing for our people within these 3 core areas: Psychological, Physical and Financial?
- Is our current approach focused on treating symptoms, or is it strategic, preventative and positive?
- How could we best enable our individuals, teams and organisation to thrive beyond simply signposting for mental ill health?

**Struggling to diagnose?
Download our Wellbeing Pulse.**

**A practical tool that can be used
by managers as a quick way to
find out how well their
organisations culture is
approaching wellbeing.**

[Download Here](#)

10 Questions To Get You Thinking When Creating Your Organisations Wellbeing Strategy

- What current indicators do you have of the wellbeing of your people?
- What does wellbeing mean to people in your organisation?
- What should your organisation be responsible for in people's psychological wellbeing?
- What should your organisation **not** be responsible for in people's psychological wellbeing?
- Does your organisational culture support open and honest conversations?
- Are there opportunities, processes and structures in place to help people have open conversations?
- How equipped and confident do your leaders feel, at all levels, to have great conversations with their teams?
- Do all your managers need mental first aid training?
- What are you doing to help prevent mental ill health for everyone?
- If someone was suffering from mental ill health, would they know what support is available for them?

[Book A Free Consultation](#)

Resources

Take a look at these free resources to help you with your wellbeing strategy:

Shifting Mindsets Around Performance Conversations - [Download](#)

Our shifting mindsets around performance conversations worksheet discusses how we can evolve the culture of performance conversations, create new platforms to have healthy conversations and tap into our strengths.

Sign Up for Wellbeing Micro-Actions - [Sign Up](#)

Receive one wellbeing-focused micro-action for 5 days. Each micro-action will provide a thought inspiring question that will lead on to a motivating activity contributing to macro-change for you and your team.

Wellbeing Pulse Check - [Download](#)

A practical tool that can be used by managers as a quick way to find out how well their organisations culture is approaching wellbeing.

Information Sheet: Clarity - [Download](#)

Clarity of expectations is perhaps the most basic of employee needs and is vital to performance and wellbeing. This information sheet discusses the importance of clarity for teams.

Worksheet: Recognising People - [Download](#)

Recognising people in ways that are specific and relevant to them is extremely empowering. This worksheet discusses and gives a tool on how we give strengths based recognition and the benefits of recognising people.

Blogs:

3 way's to support teams and avoid a digital burnout - [Read](#)

Today, we need platforms for cohesion more than ever - [Read](#)

Resilience and Positive Wellbeing in Times of Uncertainty - [Read](#)



HUMANISING THE WORLD OF WORK