

What creates a sense of wellbeing?
HOW can organisations Foster wellbeing at work

1. Health & Safety consciousness.
2. A 'people care' collaborative, people-friendly work culture & organisation.
3. Health resources at work.
4. The workplace is part of the community eg volunteering

1ST STEPS

1. Get leaders on board (point out benefits for the business in productivity etc)
2. Getting colleagues on board across the business (ask for suggestions for practical actions to make life easier)
3. Establish 'where we are now' & what we're doing well now

NEXT STEPS
Jolly Launch

- use suggestions from staff
- use 'wellbeing branding'
- invite local relevant businesses in to give demonstrations, taster sessions & trials
- then evaluate feedback & benefits & feed this up to mgmt, & plan next steps from this



The BENEFITS of a workplace wellbeing culture

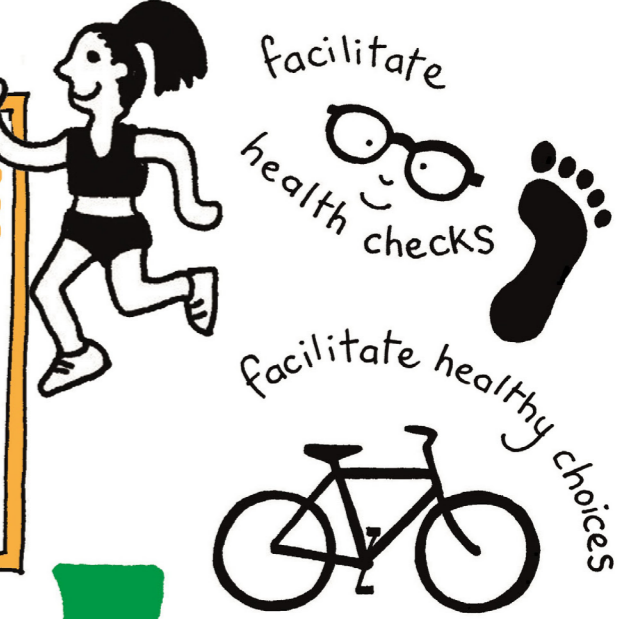
- performance up
- productivity up
- sickness days down

& attract & retain good staff

supporting workplace wellbeing for all workplaces - public, private & 3rd sector
 a collaboration between IOM Govt & Chamber of Commerce

GOOD EXAMPLES

- A 'wellbeing week' every year with offers, taster sessions etc
- Consider help to streamline chores
- facilitate health checkups
- facilitate healthy choices



Rules of thumb

- Copy good practice (nobody will mind)
- achievable steps
- preventative steps
- make it fun
- brand & promote
- tailor measures & approaches to age (eg millennials like to be kept informed)



identify things that stand in the way of wellbeing & address/remove them

more teamwork & less top-down

package & promote what you're already doing well



? WHAT IS WORKPLACE WELLBEING?
 A: just everyone being as HAPPY & HEALTHY AS POSSIBLE...
START HERE