



# Wellness

## In The Workplace

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Increasingly rising up the agenda in the business world in recent years is the Wellbeing Agenda. It makes perfect sense for organisations to look after their workforce. It is not just a nicety – there are sound business reasons for doing this; a reduction in absenteeism and a more engaged and motivated workforce to name a few. Organisations have a responsibility under health and safety legislation to consider the effects of the workplace on their employees' health. Leaders and managers can have a considerable impact on this from both a positive and a negative point of view.

The background is a light teal color with several large, overlapping, organic shapes in a slightly darker shade of teal. These shapes resemble stylized leaves or petals, with some pointing upwards and others downwards, creating a sense of movement and growth. The shapes are layered, with some appearing in front of others.

**Wellness IS:**

# Work / Life Balance

Monitoring how our working life may be impacting on our home life is important. We can rise to the challenges of an increased workload or home life pressures for a while. Sustaining this as a way of life over a long period of time will take its toll mentally, emotionally, spiritually and eventually physically leading to ill health.

# Educating

By providing information to people about health related subjects such as nutrition, physical fitness, symptoms of illness, stress and mental health for example so they can make informed decisions about changes they make in their lifestyles.

A large, light blue graphic of a smiley face (:) is centered in the background. The colon consists of two solid light blue circles. The parentheses are formed by two large, light blue curved shapes that sweep from the top left and top right towards the center, framing the smiley face.

# Leadership Style

Leaders' behaviours can affect an individual's health significantly. By training and developing leaders appropriately with the knowledge, skills and understanding they should have to do their leadership and management tasks effectively, we can positively impact upon the health of a person.

# Leading by example

As role models, leaders can set good examples (or not) regarding how they look after their own health and take responsibility. We should never underestimate the power of the leader's behaviours as a 'role model'.

# Nurturing

Using approaches such as occupational health, providing an independent counselling service, employee assistance programmes, inviting in National Health Service to carry out health checks are all examples of ways of nurturing our workforce.



# Engagement

Harnessing the power of their employees efforts is crucial for any organisations success. Often a high level of absenteeism will be the driver for wellbeing in the workplace programmes because it costs so much. Lack of engagement of people at work is far costlier and any programme should focus of how to increase the engagement of the workforce.

# Stress

Sustained stress damages our immune system. Our immune system keeps us well and if impaired will be less robust in fighting off illness and disease.

# Strategy

All wellness programmes need to have a strategy. What is it the organisation wants to see improve? Is it reduction in absenteeism? Is it making a significant contribution in the health of the workforce and community? Is it engagement, motivation that is to be affected? Whatever it is it needs to be measured and evaluated to see if it is succeeding?



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**W**ork/Life Balance

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**L**eadership Style

**L**eading by example

**N**urturing

**E**ngagement

**S**tress

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