Your guide to a successful employee wellbeing strategy

Practical tips for the modern workplace
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Introduction

Companies have long struggled to embrace wellbeing in the workplace. Historically, it’s been dismissed as a foolish initiative, something not worthy of budget or resources. However, there’s a change coming. As more companies embrace the importance of wellbeing, thanks to research, we’re seeing how a focus on employee wellbeing can help to reverse employee burnout and reduce stress, turnover, and absenteeism.

Measuring and taking action on wellbeing in the workplace is possible, and it’s important. Data on employee absenteeism, sick days, productivity, and retention can help you gauge the wellbeing of employees at your company. In addition, with the support of employee feedback platforms, like Culture Amp, companies can now take their analysis one step further with employee wellbeing surveys.

After reading this guide, you’ll have an understanding of the science behind wellbeing at work, why you should focus on wellbeing now, the factors of employee wellbeing you can take action on, and how to best utilise Culture Amp’s wellbeing survey to plan, launch and measure your employee wellbeing strategy.
CHAPTER 1

Why you need to focus on employee wellbeing now
According to the 2018 Employee Benefits Report from the Society for Human Resources Management, 75% of employers offer wellness resources and information and/or a general wellness program. While wellbeing is more than wellness (more on that in chapter two), this is a promising statistic.

However, according to the World Health Organisation, “Depression and anxiety have a significant economic impact; the estimated cost to the global economy is US $1 trillion per year in lost productivity.” The Centers for Disease Control and Prevention cites work-related stress as the leading workplace health problem and a significant occupational health risk, one that outranks physical inactivity and obesity. In addition to supporting employee’s physical and mental health, wellbeing programs can help you tackle employee burnout, stress, turnover, and absenteeism.

These programs can also deliver cost savings. A study on the financial return from wellbeing programs demonstrated that for every dollar spent, medical costs decrease by approximately $3.27 and by $2.73 for absenteeism. Employers who adopt wellbeing programs are likely to see substantial positive returns within a few years.

The wrong amount of stress leads to burnout

Not all stress is bad, the right amount of pressure or challenge is critical to learning and growth. However, chronic high-stress levels can lead to burnout and it’s a global issue.

When it comes to employee engagement, people can be highly stressed and highly engaged at the same time. It’s the transition from feeling stressed to being burnt out when employees are more likely to be on their way to disengagement.
According to The American Psychological Association’s 2018 Work and Well-Being Survey, “More than a third of working Americans (35%) reported experiencing chronic work stress, and less than half said their employer provides sufficient resources to help employees manage their stress.” The European opinion poll on occupational safety and health 2013 reported that 35% of people say cases of work-related stress are fairly common in their workplace. Safe Work Australia reveals that “Between 2010–11 and 2014–15, around 91% of workers’ compensation claims involving a mental health condition were linked to work-related stress or mental stress.”

Employee burnout relates to absenteeism, intention to leave, turnover and poor performance

Stress and negative wellbeing are a gateway to burnout: a long-term stress reaction that can present as physical and/or mental collapse. Employees can feel overwhelmed, hopeless, and exhausted. According to foundational researchers Christina Maslach and Michael Leiter, in The Maslach Burnout Inventory Manual, “A key aspect of the burnout syndrome is increased feelings of emotional exhaustion; as emotional resources are depleted, workers feel they are no longer able to give of themselves on a psychological level.”

Multiple academic studies have shown the correlation between burnout and absenteeism, intention to leave, turnover, and decreased job performance.
What can be done to combat burnout? As proposed by researchers Ernest W. Brewer and Laura Faye Clippard in a 2002 study, the factors that affect burnout fall into three categories: environmental/organisational, individual, and demographic. Workplaces have the greatest opportunity to affect environmental and organisational elements like work overload, role conflict, role ambiguity, the physical workplace, and support from supervisors.

**Employee wellbeing affects productivity**

By studying a wealth of peer-reviewed wellbeing science, Australian research group Work on Wellbeing (WoW) reports that:

- Workers become more productive at work to the tune of about US$1000 per year.
- Workers are generally healthier, so sick days are cut in half.
- Wellbeing increases organisational citizenship behaviour (workers helping others at work).
- Workers react more positively to workplace changes.
- Workers being more positive about their workplace, so they are more likely to say good things to others and less likely to look for other work.

**Absenteeism and presenteeism relate to negative employee wellbeing**

Absenteeism is related to negative wellbeing. Approximately 40% of absent days are due to mental health problems such as stress, reports the Sainsbury Centre for Mental Health in a 2007 study. The Chartered Institute of Personnel Development Absence Management Survey for 2016, meanwhile, found that the average number of working days lost to sickness per employee, per year was 6.3—a level of absence that costs an average of £522 per employee per year.
According to data from the Virgin Pulse Science Advisory Board, presenteeism is just as costly to a business’ bottom line as absenteeism. Their data shows that employees took about four sick days each year, on average. However, when the numbers on how many days they lost on the job came in, the number climbed to 57.5 days per year, per employee. As Virgin Pulse says, “That’s almost 12 working weeks – or one quarter of the entire year – that businesses are paying for employees who are present in body, but not in mind.”

About $224 billion is taken out of the US economy per year due to lost productivity from absence and presenteeism, according to data from the Integrated Benefits Institute. Presenteeism is defined as, “being present at work, but limited in some aspects of job performance by a health problem.”

**High employee wellbeing leads to lower turnover**

High employee wellbeing is related to lower turnover. In a 2017 survey of employer-sponsored health plans in the United States, HR consultancy Mercer found that companies who do the most to promote wellbeing have lower turnover rates. Companies with five or more wellbeing best practices had an average turnover rate of 18%, while those with zero to two best practices had average turnover rates of 29%.
CHAPTER 2

What wellbeing at work means today
Wellbeing is a holistic understanding of someone’s physical, emotional, mental, and social state. It’s more than wellness, which typically focuses on a person’s physical health. When people are in a state of wellbeing at work, they’re able to develop their potential, work productively and creatively, build positive relationships with others, cope with the normal stresses of life, and make a meaningful contribution.

When affecting employee wellbeing, focus on aspects that are largely impacted or determined by workplace factors. This means that as a company you are able to directly address any of the areas, rather than just provide support. This is not to say that you shouldn’t support all areas of employee wellbeing, however, when it comes to understanding, measuring, improving employee wellbeing we want to focus on areas that are actionable within a work context.

This guide is focused mostly on systemic wellbeing issues in the workplace (culture, work processes, work relationships, etc.) that the organisation has a direct influence over and/or can easily support.
Understanding wellbeing at work

If your ambition is to build wellbeing into how you do things at your company, it requires more than just understanding and addressing how individuals are doing. Establishing a culture of wellbeing requires deliberately building the right structure or ecosystem rather than simply focusing on individuals. This means that you need to address things such as the company’s commitment to wellbeing, culture norms, manager support and any programs or initiatives in place.

These aspects of wellbeing at work can be grouped into five core areas:
Understanding each part of the ecosystem will give you an overview of wellbeing at your company. In chapter four we’ll review specific questions from Culture Amp’s wellbeing survey that align to each of these areas. Here, we provide five questions for you to consider before getting started on your wellbeing strategy.

**Company commitment: Is your organisation dedicated to employee wellbeing?**

For employee wellbeing to be most effective and sustainable, it should be a priority for your company and not simply championed by a wellbeing group. Most importantly, this means that the wellbeing of employees is considered when discretionary budget decisions are made around performance, work environment, and rewards.

**Culture norms: Does your culture support employee wellbeing?**

No matter how strong your wellbeing initiatives are and how many resources your company is willing to put towards it, your wellbeing efforts will fall flat if the culture doesn’t support it. For example, during employee onboarding, a company shares that everyone enjoys a flexible schedule. As a new employee packs up at 5:30 pm, they get a judgemental look from their colleague. The employee sits down and conforms with the cultural norm of working late, even though they were supposedly empowered to have a flexible schedule.

**Manager support: Do your managers care about wellbeing?**

Managers play an important role in supporting the wellbeing of individuals at work. They often have discretion in the work individuals do, when and how they do it and with who. They set an example of expected behaviour (in addition to leaders) and are able to directly provide support to individuals. Furthermore, they are often closest on the ground for when things go well and not so well.

**Individual state: How are employees doing in personal health and wellbeing?**

Oftentimes, personal or physical health is the focus of wellbeing programs. While personal and physical health are important, you need to understand more than this one aspect of wellbeing to have a real impact. Consider aspects such as meaningful work and purpose, autonomy, progress and growth.
Programs effectiveness: Are our current wellbeing initiatives of value and/or what initiatives would employees value?

This is the area that most companies get excited about. Wellbeing programs are tangible and actionable ways to demonstrate that your company cares about wellbeing. Throughout the rest of this guide you’ll learn how to ensure that your wellbeing initiatives are integrated into a holistic strategy so that they don’t fall short.
Overcoming challenges to creating an effective employee wellbeing strategy
The number one reason employee wellbeing programs fail is that they are comprised of bolt-on programs or ad-hoc perks. When wellbeing programs are stand alone initiatives and are not integrated into a company’s culture or operations, they’re bound to fall short.

A successful employee wellbeing strategy is proactive, holistic for the individual and company, respects employee privacy, and is integrated into the companies cultural norms. Here we cover the five challenges that stand in the way of creating a successful employee wellbeing strategy.

Top four challenges to creating an employee wellbeing strategy

BOLT-ON PROGRAMS
Some companies say, “We have gym memberships.” Or, “We do wellbeing on Tuesday at 5 pm when we offer a yoga class.” This is not a holistic approach to employee wellbeing. Having offerings such as gym memberships and in-office yoga classes are great, but in order to create a culture of wellbeing, all offerings and programs need to be baked into the company’s culture and the employee lifecycle.

Solution: Wellbeing should be part of how you make decisions, structure your team, and be felt meaningfully across the employee lifecycle from onboard to exit. Many companies offer stand-alone initiatives such as yoga classes or fruit bowls and consider that their complete wellbeing strategy. Wellbeing researcher Dr. Peggy Kern refers to such approaches as the 3 Fs of wellbeing – Fruit, Fitness and Flu shots. These are all great things but are certainly not enough.
REACTIVE, NOT PROACTIVE

A reactive approach to wellbeing is based on responding to events after they’ve happened. For example, you may have noticed many employees starting to show signs of stress, so you implement a flexible vacation policy. However, reactive approaches often fall short, since during the time it takes to implement a strategy employees may become burnt out and leave. Employee Assistance Programs (EAP) are incredibly important and still relevant for workplaces but also represent a reactive approach in that they are primarily set-up for employees to use once they have hit a major issue.

Solution: A proactive approach to wellbeing focuses on preventing problems from arising. For example, look at job design and workload to help prevent stress or offering development coaching. While no one can predict everything about the future, understanding the trajectory of your company and the drivers of wellbeing can help ensure you design an approach that builds strong physical, emotional, mental and social states in your people from the onset.
INTRUDING ON PERSONAL LIFE
When companies have access to data from fitness wearables, genetic testing, or even routine health screenings, employee’s personal lives can be exploited. These types of services can be great when employees have complete control of their data, but they shouldn’t feel intruded on or discriminated against if they choose not to participate in any programs.

Solution: Give employees complete access to any data connected to your wellbeing strategy, and communicate that participation in any initiative is voluntary.

ANTI-WELLBEING CULTURAL NORMS
Some companies have holistic programs that accommodate physical, emotional, mental, and social wellbeing, but they lack the cultural support to make them succeed. This is represented by the employee example in Chapter Two: Does your culture support employee wellbeing? Wherein an employee is told they have a flexible schedule, and yet judged for leaving at 5:30 pm.

Solution: Cultural norms need to support wellbeing strategies and be role modeled by all employees. Leadership plays a key role in demonstrating desired behaviours and new program adoption.
CHAPTER 4

Three steps to planning your wellbeing strategy
We know that wellbeing is something all workplaces should focus on, what wellbeing means at work today, and the challenges that stand in the way of a great employee wellbeing strategy. Now, it’s time to get into the step-by-step details of how you can get started on your strategy. In this section, we’ve included practical tips from HR Directors, People Operations Managers, and others who have successfully started an employee wellbeing strategy.

**STEP ONE**

**Get executive and leadership buy-in**

Company executives want to know that any new program, including wellbeing, is going to support the bottom line of the business and its long term growth. Stacey Nordwall, Senior People Operations Manager at Culture Amp says there’s no one-size-fits-all answer in getting buy-in and support from executive and leadership, but when launching Culture Amp’s employee wellbeing guide, part of our overall strategy, she used these three tactics:

- Create a business case that highlights how wellbeing fits into to your mission, values, brand, or employee value proposition. Show how it’s a valuable tool for supporting and retaining employees.

- Understand what kind of information matters to your leadership. Do they want to see data or do they want stories with personal impact? Gather external benchmarking data and examples of what similar companies are doing. Get internal data (think surveys and focus groups) to validate the gap your program will address and collect employee stories that you could present.

- Frame your wellbeing strategy in terms of its impact on Employee Lifetime Value. Demonstrate how it will help people onboard, acclimate or ramp up faster. Show how you can build more effective leaders and influence them to stay longer. These are all valuable in terms of reducing the costs of turnover.
An additional important component is presenting a case for wellbeing budget. Clair Cameron and Sarah Zaccari from the Performance Reward team at Vicinity Centres, an Australian Real Estate Investment Trust company with over 1,000 employees – shares these tips in securing budget for an employee wellbeing strategy:

- Outline why the investment is worth the expected program value in both quantitative and qualitative measures. What is the return on investment?
- Highlight the potential cost to the business of not investing.
- Identify how you will measure the short-term success and the overall value to the business.
- Provide evidence that you have conducted the appropriate research before making a funding request.
- Prioritise the program and focus on a few actions that have a big impact.

Design a wellbeing program that your people will love.
Find out how by chatting to a Culture Amp People Geek.
STEP TWO
Establish your wellbeing baseline

In chapter three we talked about the number one reason employee wellbeing programs fail – they’re made of bolt-on programs or ad-hoc perks. One of the best ways to build a comprehensive wellbeing strategy is by using a wellbeing survey to understand your baseline.

Culture Amp’s wellbeing survey was created to help companies uncover their unique drivers of employee wellbeing. With this information, companies can ensure they’re focusing (and spending budget) on the right programs.

Here we list sample questions from Culture Amp’s wellbeing survey and how they can help you establish your baseline and move into choosing the components of your strategy.

<table>
<thead>
<tr>
<th>COMPANY</th>
<th>CULTURE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Is your organisation dedicated to employee wellbeing?</td>
<td>Does your culture support employee wellbeing?</td>
</tr>
<tr>
<td>Sample questions:</td>
<td>Sample questions:</td>
</tr>
<tr>
<td>– [My company] demonstrates a commitment to the wellbeing of employees</td>
<td>– We are genuinely supported if we choose to make use of flexible working arrangements</td>
</tr>
<tr>
<td>– I believe employee wellbeing is a priority at my company</td>
<td>– Our culture encourages a healthy blend between work and family life</td>
</tr>
</tbody>
</table>

Use answers to these questions when presenting to your executive team and leadership. The percentage of employees who agree to each could be a wakeup call, and this is a great question to measure change over time so you can see the impact of your wellbeing strategy as it grows.

As we covered in chapter three, one of the challenges to a successful wellbeing strategy is a lack of cultural norms. This section of the survey will help you understand if employees feel supported by the company when it comes to wellbeing. If there is disagreement that your work culture encourages a balance between work and family life, this could become an area of focus for your initial wellbeing strategy.
Do your managers care about wellbeing?

Sample question: 
*My manager genuinely cares about my wellbeing*

If scores for this question are particularly low in your baseline survey, you’ll know that raising awareness about wellbeing among managers is critically important before launching your wellbeing strategy.

How are employees doing in personal health and wellbeing?

Sample questions:
- *When I am stressed I feel I have the support available to help*
- *I usually feel I am making progress at work*

These questions can be particularly enlightening through comments or employee focus groups. Use insights from the individual-related questions to help plan future wellbeing programs that address any low-scoring questions.

Are our initiatives of value?

Sample question: 
*I believe I would get the most value from these wellbeing initiatives (list potential initiatives and ask employees to select up to 3)*

If this is your first wellbeing survey, get feedback on initiatives you’re considering to set yourself up for success. You might learn that people are very interested in one but not another, or that value varies by team or department. Employees might also provide comments to help you improve programs before they’re launched, making them more successful over time.

“Your best bet for influencing wellbeing is management. Managers have an outsized impact on the employee experience, so if you can effectively train and support your managers in making decisions that maximise for healthy and happy employees, you’ll see a more engaged, productive workforce.”

*Maddy Wilson*, Health and Happiness Manager, Collective Health
What do we see in Culture Amp’s wellbeing data so far?

While our Wellbeing Survey has only recently been released, our data looking at scores from 4,000+ individuals in around 20 organisations paints a mixed picture for the state of employee wellbeing.

4,000+ individuals

~20 organisations

Only around 67% regularly find themselves in state of ‘flow’*

**THE GOOD NEWS**

- 85% feel that what they do at work is worthwhile
- 79% feel that they receive support from people around them

**THE NOT SO GOOD NEWS**

- 48% feel fresh and rested for work each day
- 48% feel they can’t accomplish what they need to within normal work hours

*As Martin Seligman, known as the father of positive psychology, has shown in his work on the PERMA model, we know that a sense of absorption in one’s work is a critical outcome of wellbeing at work.
STEP THREE
Develop goals and measures of success

If this is your first time creating an employee wellbeing strategy, set goals relevant to your first year of implementation. Consider including the following milestones as your goals, mapped to your own timeline:

- Launch a wellbeing survey to the whole company (baseline scores)
- Analyse and present results of the wellbeing survey
- Develop core wellbeing programs based on employee feedback (gathered from your survey or other means)
- Launch a wellbeing program
- At end of year 1, repeat the wellbeing survey and mark the change over time

To develop your measures of success, look back on the work you did in making the case to your executive team. You probably talked about things like how wellbeing will help your company mission, employee value proposition, improve retention, and reduce healthcare costs. Use these as your measures of success, which we'll dive into in chapter 5.

Launch an employee wellbeing survey so you can understand what your employees really want. Learn more by chatting to a Culture Amp People Geek.
CHAPTER 5

Launching and measuring the success of your wellbeing strategy
Now that you’ve gotten executive buy-in, secured budget, established your baseline, and set goals, you’re ready to launch your wellbeing strategy. Since wellbeing is likely one of many HR initiatives being executed, knowing how to balance the launch of this new strategy with everything else is key. One way to streamline the launch of this new initiative is to have a clear plan for informing employees, and keeping up the momentum post-launch.

How to inform employees about their new wellbeing offerings

If you’ve launched a wellbeing survey or conducted employee focus groups on the topic, people will already be excited about what’s to come. Once you’re ready to communicate your strategy and new wellbeing offerings to the whole company, keep these tips in mind:

1. Communicate often, and reach employees where they are
   What’s the primary method of communication at your company? Do people use email and Slack or something else? Start your communications at an in-person event, like an all-hands meeting if possible, to give people time for questions. Follow up about your new wellbeing offerings via email, Slack and any other communication channels you use. Consider remote employees, and provide additional communication to this group.

2. Integrate wellbeing into new hire onboarding
   To ensure the longevity of your wellbeing strategy, incorporate it into new hire onboarding.

“We integrated our Mental Health guide into our new hire onboarding and Workplace Wellbeing training sessions to reflect how we think about mental health. It’s super important for our newest Benchmates to know that this resource is available, and to set the tone around how we talk about wellbeing”

Bonnie Powell, Director of People, Bench Accounting
3. Appeal to future employees

A focus on wellbeing can be appealing to future employees as well. Put information about your wellbeing strategy and offered programs on your website. Add employee testimonials so candidates can see that these programs are integrated into the company’s cultural norms.

Just Eat has grown from an ambitious crew of 15 in 2001, to a passionate team of more than 3,300 people today - all focused on serving the world’s greatest menu, brilliantly.

At Just Eat our wellbeing strategy is intrinsically linked with our inclusion strategy; we want our people to feel comfortable bringing their full selves to work.

In all UK offices, we offer mental health coaching with our partners from Sanctus. They provide a confidential space for one-on-one coaching; it’s like a personal trainer for your mental health. We want our employees understand that we put as much focus on our mental health as we do our physical health. We also know that not everyone wants face-to-face interaction when talking about their wellbeing, so we’re rolling-out a mental wellbeing app globally.

Hannah Millard, Employee Experience, Culture & Projects at Just Eat
Keeping up the momentum for your wellbeing strategy

With all of the work that goes into creating an employee wellbeing strategy, there are a few key steps you can take to ensure the momentum (and success) keep going.

Encourage ongoing employee participation
It’s likely that you’ll have a few employees who are already bought-in to your wellbeing strategy with minimal effort. These employees can become wellbeing champions, responsible for helping with programming and promotion across different offices or locations. You could even have a wellbeing guild, or “taskforce” that meets quarterly to touch based on wellbeing program and helps to evaluate progress based on survey results.

Develop manager support
As we’ve said before, managers play an important role in supporting the wellbeing of individuals at work. Keep an eye on how people are feeling in response to the question “My manager genuinely cares about my wellbeing” to see how you need to sustain manager involvement. It may be about having some standout managers run training on how to look out for the wellbeing of their direct reports. External training for all managers can also be effective.

Maintain executive and senior sponsorship
Getting executive buy-in is the first step to getting started on your wellbeing strategy. It’s important to maintain this buy-in and support over time. Use employee feedback captured in your surveys to show the impact of your wellbeing strategy and keep leadership onboard. Have leadership continue to model the behaviours that make for positive employee wellbeing.
Communication tools to support your wellbeing launch

Here are a few communication ideas to support your wellbeing launch. Use them all, or choose a few that are the best fit for your company. Remember, the more people understand and embrace your wellbeing strategy, the more successful it will be.

- Wellbeing calendars to share with the whole company
- Wellbeing guide outlining your company’s philosophy and offerings
- Swag to celebrate the launch of your strategy (water bottle, t-shirt, reusable bag)
- Slack channels specific to wellbeing for questions and feedback
- Email newsletter
- Video announcements
Measuring the success of your wellbeing strategy

If you’ve been able to overcome the challenges of creating an employee wellbeing strategy, take the steps needed to get started and launch your initial strategy, you’ll want measures of success in place to keep the momentum going.

Here we’ve provided sample evaluation measures that map to key wellbeing survey results, and company ROI. Customise this table to fit your organisation’s needs.

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Baseline</th>
<th>End of Year 1</th>
<th>Change over time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall employee wellbeing</td>
<td>Total score</td>
<td>Total score</td>
<td></td>
</tr>
<tr>
<td>Focus area 1 from wellbeing survey</td>
<td>% agreement</td>
<td>% agreement</td>
<td></td>
</tr>
<tr>
<td>Focus area 2 from wellbeing survey</td>
<td>% agreement</td>
<td>% agreement</td>
<td></td>
</tr>
<tr>
<td>Sample wellbeing program: Flu shot clinic</td>
<td>Participation</td>
<td>Participation</td>
<td></td>
</tr>
<tr>
<td>Sample wellbeing program: Manager wellbeing onboarding</td>
<td>Participation</td>
<td>Participation</td>
<td></td>
</tr>
<tr>
<td>Traffic to the company’s wellbeing intranet</td>
<td>Visits</td>
<td>Visits</td>
<td></td>
</tr>
<tr>
<td>Sick days utilised</td>
<td># of claims</td>
<td># of claims</td>
<td></td>
</tr>
<tr>
<td></td>
<td>or dollars</td>
<td>or dollars</td>
<td></td>
</tr>
<tr>
<td>Healthcare costs</td>
<td>Monetary value</td>
<td>Monetary value</td>
<td></td>
</tr>
<tr>
<td>Employee retention</td>
<td>%</td>
<td>%</td>
<td></td>
</tr>
</tbody>
</table>
Communication plan for internal stakeholders

While you can use the table above for your own reference, here’s a guide on what to share with your key internal stakeholders. For each level, sharing results of your wellbeing survey is a great way to communicate your progress over time.

**EMPLOYEES**
- High-level survey results
- Focus area 1 and 2 from the wellbeing survey
- Level of participation in a wellbeing program (e.g. your flu shot clinic)

**MANAGERS**
- All of the above, but include team level survey results for the manager’s team and;
- Participation and qualitative feedback in a sample wellbeing program

**EXECUTIVES**
- All of the above but detailed survey results and;
- Sick days utilised
- Healthcare costs
- Employee retention
In this guide, we’ve explored why it’s important to focus on employee wellbeing now. Wellbeing impacts employee stress, burnout, absenteeism, and turnover. We also learned why it’s time to move beyond physical wellness programs and embrace holistic wellbeing, influencing the factors we can control through the workplace.

You have strategies to tackle to top challenges that prevent employee wellbeing programs from being successful and an overview of what it takes to get started on your wellbeing strategy. With the right communication plan to take your strategy to launch and measures of success in place, you’ll be able to create your company’s employee wellbeing strategy with confidence.

Get a demo of Culture Amp’s wellbeing survey and learn how you can:

- Improve employee retention by identifying groups at risk of burnout
- Make better use of your wellbeing budget by knowing where to focus
- Prioritise the right initiatives and track progress over time

Contact us today