

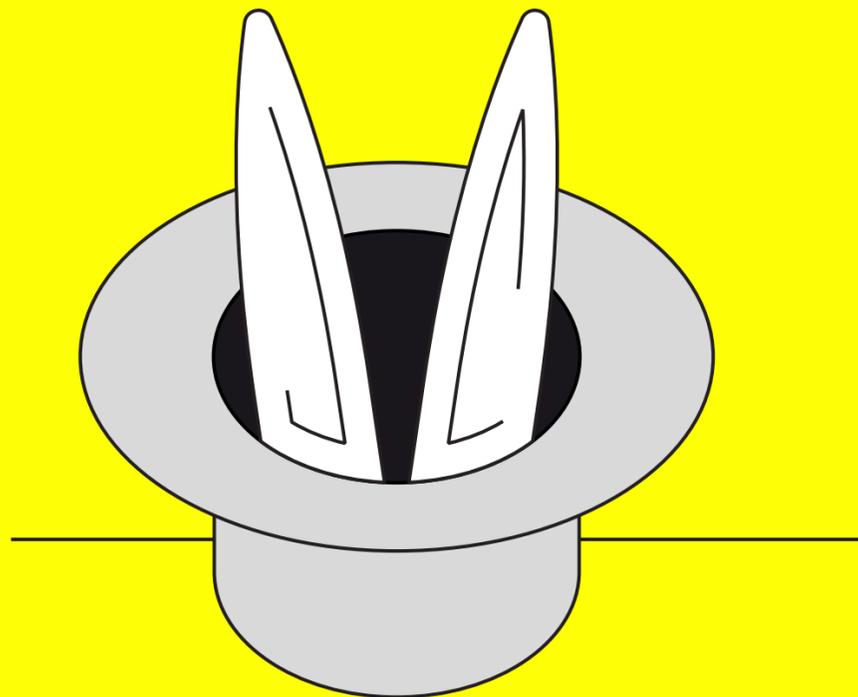
# How to Improve Workplace Well-being

Read our guidelines and  
improve your workplace.



# A few insights

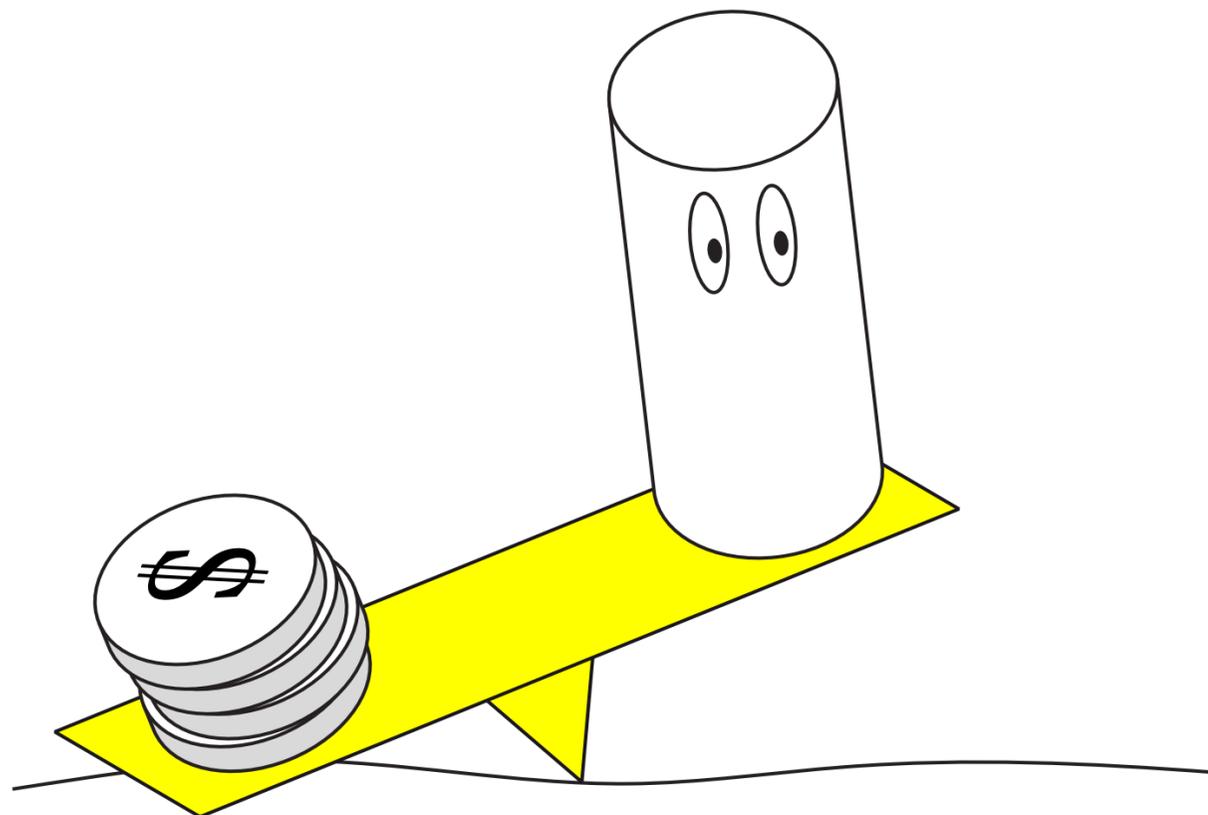
- Employee well-being has four dimensions: physical, emotional, financial and social.
- It is essential to also acknowledge professional well-being.
- Contemporary strategies for workplace well-being focus on six elements: optimism, belonging, authenticity, vitality, meaning and mindfulness.
- Employees should be provided with a range of spaces to move in, encouraged to change posture frequently, and interact both physically and virtually.



# How important is employee well-being?

The answer should, of course, be **VERY**. Employees who feel good, are good at what they do. Unfortunately, employers often forget that.

At CAMAC Space we strongly believe that a holistic approach that includes different dimensions of personal well-being is key for employee engagement. However, we do not support an isolated corporate wellness program. We think well-being should be embedded in the company's culture and everyday practice.



# Four dimensions of integrated workplace well-being



## Physical

First dimension of well-being

- Improving and maintaining good health.
- Preventing health deterioration and taking appropriate health and safety measures.
- Managing chronic conditions.
- Recovering after an illness or injury.
- Successful return to work after sick leave.



## Emotional

Second dimension of well-being

- Maintaining good mental and emotional health.
- Managing stress and stressful situations.
- Maintaining emotional balance.
- Facing crisis situations.



## Financial

Third dimension of well-being

- Financial security.
- Reaching financial goals.
- Saving for education and retirement.
- Managing financial disturbances.



## Social

Fourth dimension of well-being

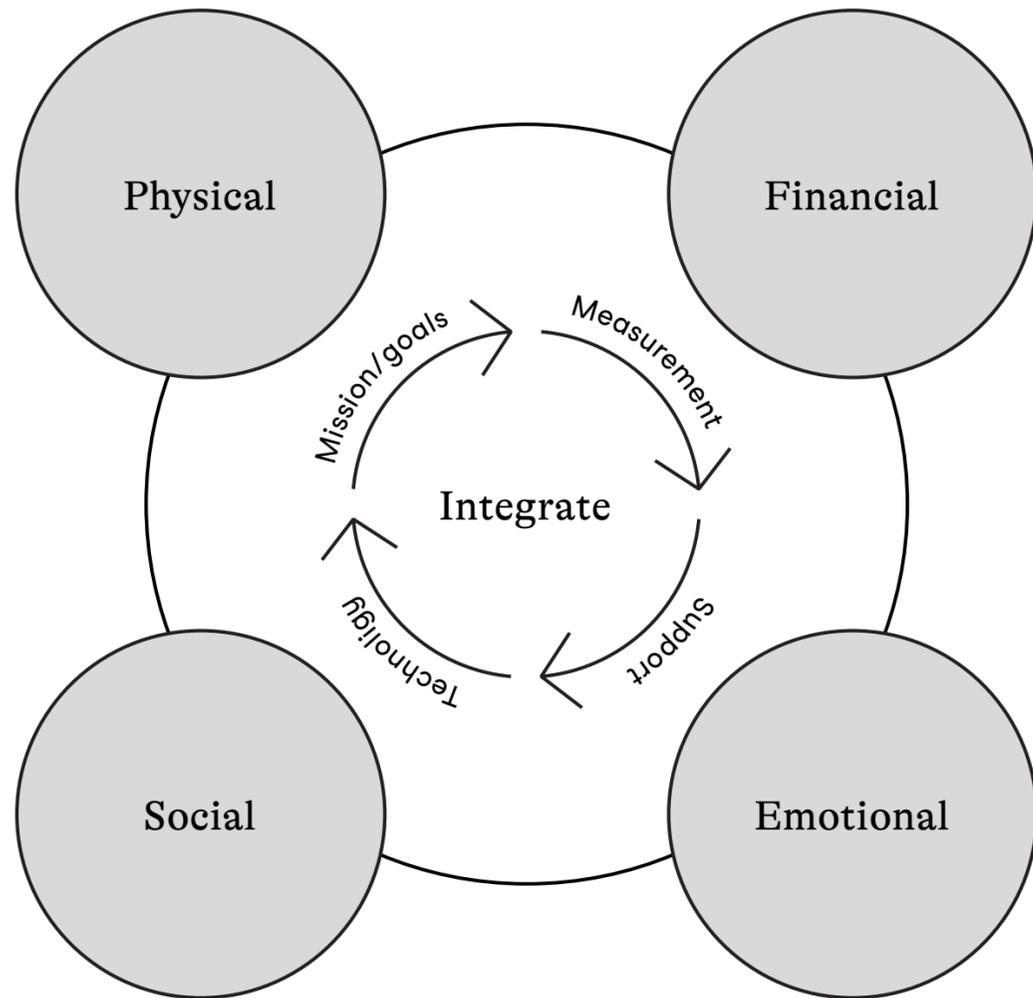
- Good connection with others.
- Inclusive relationships.
- Developing good quality relations.

Each of those dimensions is unique and interconnected with the other three. It all starts with the individual and then spreads through the organization, as well as family and the wider community.

Let's not forget about one more dimension of employee well-being – **professional well-being**. This relates to one's motivation for work and a feeling of growth and professional development. It also links to a feeling of purpose in life.<sup>1</sup> Ideally, one's work should be his or her vocation.

1. Van Horn et al. (2004). The structure of occupational well-being: A study among Dutch teachers. *Journal of Occupational and Organizational Psychology*, 77, 365–375

# Integrated strategy for employee well-being in all four dimensions



Source: World Economic Forum

A prerequisite for employee well-being is awareness of its importance and a commitment to provide it. When introducing changes that support well-being, it is best to avoid a patronizing approach. Get the employees on board and work together with them.

## Physical

- Integrated health and safety
- Ergonomics assistance
- Onsite service
- Personalized tools
- Physical environment
- Treatment decision-support
- Navigation support service
- Targeted clinical conditions

## Financial

- Measure using HR data
- Use metrics at pivotal moments
- One-on-one counseling
- Personalized decision-support
- Support borrowing, spending decisions
- Monitor group rates for borrowing
- Subsidize student loan refinancing
- Promote family financial decisions

World Economic Forum<sup>2</sup> suggests a few strategies for achieving well-being in each of the four dimensions, using an integrated approach that links with organizational goals and available tools.

## Emotional

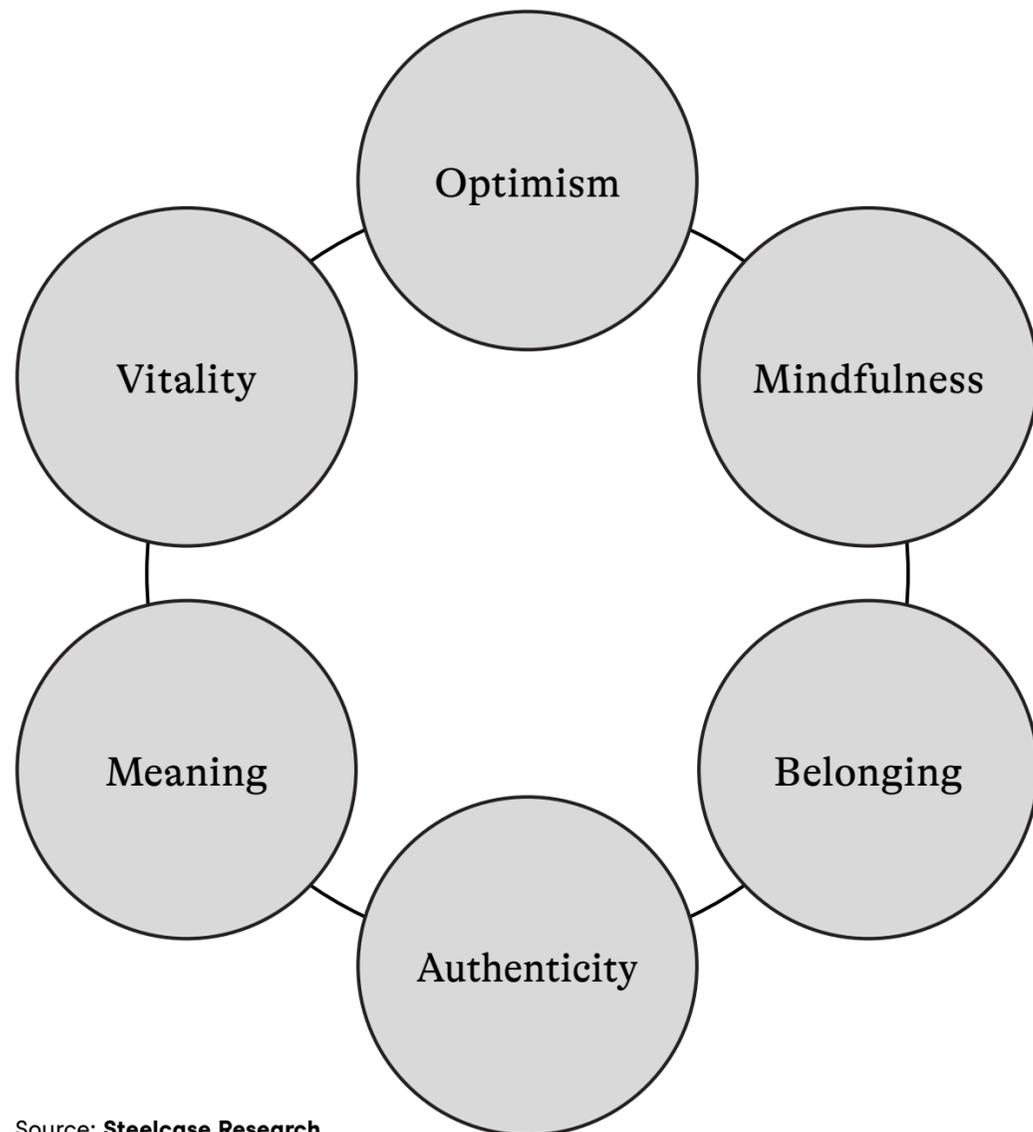
- Strategy/action plan
- Psychological safety
- Measure stress
- Redesign EAP (Employee assistance plan)
- Programs to support chronic issues
- Resilience training
- Manager training
- Parental leave

## Social

- Link to corporate social responsibility
- Incorporate Inclusion & Diversity in benefits designs
- Support volunteerism
- Support compassionate donations
- Use social recognition
- Sponsor affinity groups
- Local wellbeing champions
- Key influencers to drive messages

2. Sejen, L., Maselli, M., Ball, J. (2019). 6 steps to ensuring your company has a glow of well-being. 6 steps to ensuring your company has a glow of well-being. Available at the World Economic Forum website: <https://www.weforum.org/agenda/2019/01/ensure-your-company-has-employee-well-being/>

# Six key dimensions of worker well-being



Source: Steelcase Research

Researchers at Steelcase,<sup>3</sup> world-renowned for creating great workplace experiences, identified six key dimensions of worker well-being:

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## Optimism

(influences creativity and innovation): spaces need to be personalized and employees should be given control over where and how they work.

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## Mindfulness

we need to create spaces where workers can connect as well as spaces that are calming and are without distractions.

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## Belonging

this is particularly important in a world that is becoming increasingly digitalized; for instance, we can foster it by designing spaces that enable individual as well as team work and make sure everyone is included.

Experts also emphasize employees should be able to choose among different spaces for different modes of working, change their posture while they work (alternate between sitting, walking, standing) and have access to physical and online interactions.

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## Authenticity (“be yourself”):

it’s important to create relaxed spaces that feel like home and embody some of the employees’ personal values.

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## Meaning

workspaces should reinforce the brand and tell the story of the organization’s history, culture and vision.

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## Vitality

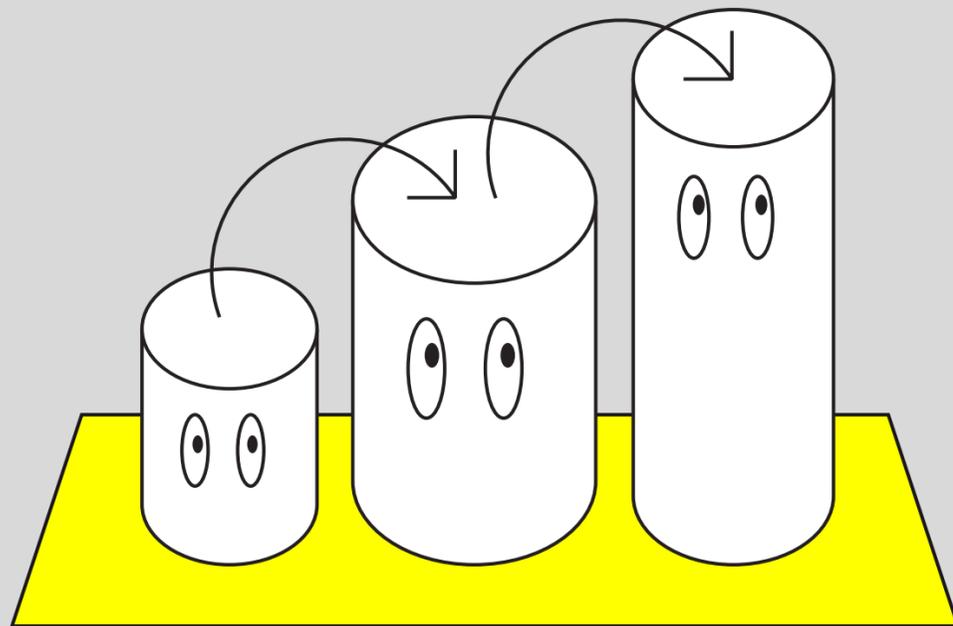
it’s essential to consider ventilation, lights, sensory stimulation, furniture set up and encourage physical movement; if there is a café in the building, it should provide some healthy food options.

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3. Steelcase. Available at: [https://hrxperts.org/pdf/emailUpdates/6\\_dimensions\\_of\\_well\\_being\\_.pdf](https://hrxperts.org/pdf/emailUpdates/6_dimensions_of_well_being_.pdf)

# Yes, we can help you

At CAMAC Space we will be delighted to hear about your needs and explore different holistic solutions that can improve your workplace well-being. Please contact us for more information.





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