

# Employee wellbeing



*Covid-19 has spurred a paradigm shift in where, when and how we work.*

**93%** of UK CEOs (92% globally) prioritised protecting employee health and safety over everything else

**90%** of UK CEOs provide wellbeing support and initiatives (61% globally)

**46%** of employees believe organisation is supporting the physical and emotional health of its workforce

Source: PwC's 23rd Annual Global CEO Survey; IBM Institute for Business Value

## Current challenges

- Physical and mental wellbeing of workforces is at the top of CEO's agenda, as employees face isolation, disruption to their working patterns through remote working and other external challenges.
- Employees are struggling to find the right work life balance. Not being able to switch off is a common issue.
- Many employees feel tired, overloaded and overworked.
- There is an acknowledgment of lack of skills, tools and knowledge to support employees through a time of distress, disturbance and uncertainty

## Issues to consider

It is important for organisations to take a holistic approach to wellbeing and embed a culture of openness and support. In these times of widespread disturbance and increased isolation, employers are realising that additional wellbeing support often leads to long-term benefits including increased productivity and better retention rates.

### Creating a meaningful strategy

- **Employee input** - Involving your employees in the co-creation of your wellbeing programme will ensure that the outcomes are valuable and relevant to your people and the organisation
- **Personas** - Tailoring your programme based on different employee demographics, roles, personalities and preferences will enable you to make the most of your investment and efforts. As wellbeing is very personal, there is no one size fits all model.
- **Leadership** - Role modeling wellbeing practices will make employees feel like they have permission to do so themselves. Active support of leaders is key.
- **Communication** - Clear and consistent messaging helps to engage employees. Building a connection with an organisation's values and purpose can elevate the message.
- **Ways of working** - Wellbeing policies and behaviors should be integrated into every aspect of the employee experience.

### Offering support

- Schedule manager 1:1 wellbeing calls to monitor stress
- Implement flexible schedules for workers who are directly impacted
- Build in time for colleagues to provide social release
- Ensure employees are aware of how they can access mental health support services
- Emphasise the importance of stretching, standing and exercise
- Provide employees with access to services such as physiotherapy to address issues caused by WFH
- Provide employees with access to meditation apps

### EX platform

- *Our employee experience-led approach leverages advanced human sciences insights and can unravel employee wellbeing and work preferences to support your wellbeing strategy and programme design.*

### Engagement Pulse

- *A digital fitbit for work allowing frequent insights into the experience of the people on an engagement or in a team. It allows team members to better understand the 'pulse' of the team*

## How can we help

### The value to you

- *Ensuring that the benefits you are offering your employees are what they need and value*
- *Future proofing your wellbeing strategy so that it is 'fit for purpose' in the new virtual working world*
- *Helping you to be/remain an employer of choice as key talent sees wellbeing as a primary benefit*
- *Ability to test 'real time' employee feeling both on projects and in the wider business environment*