Mindluster Platform

About the course What is Employee Wellbeing

What is Employee Wellbeing? Wellbeing is essentially how someone feels about various aspects of their life â€“ their home life, their health, their relationships with others, their job and other activities. Itâ€™s about whether they feel well and happy. When talking about employee wellbeing, think about it as the way employeesâ€™ duties, expectations, stress levels and working environments affect their overall health and happiness. What is Employee Wellbeing in the Workplace? Employee wellbeing relates to all aspects of working life, including the environment employees work in, the climate in the workplace and how a workforce feels about their day to day work. Wellbeing is a key factor determining an organisation's long-term success and effectiveness. According to the CIPDâ€™s health and wellbeing report, HR managers identified within a survey that only 40% of UK businesses have a standalone employee wellbeing strategy. Whatâ€™s more, mental health is responsible for 56% of long-term unplanned absences, making it the most common cause of long-term absence. Employee Wellbeing vs Engagement Employee Wellbeing involves several categories of wellness, which may include: Physical Health Emotional Health Psychological Well Being Social Relationships Financial Stability Essentially, employee wellbeing looks at employee experience at work from a holistic view and asks, â€œdo they have what they need to do their best work?â€. Looking at employee wellbeing in your workplace is important for reducing work related stress or instituting incentives for healthy living. Employee Engagement on the other hand, is the emotional commitment the employee has to the organisation and its goals. It has been proven to: Reduce staff turnover Improve productivity and efficiency Increase employee retention Deliver higher profits Boost business connectivity and performance Reduction in absenteeism The emotional commitment they have for their company means engaged employees actually care about the work they do. They don't work just for the pay, but work on behalf of the organisation's goals, ultimately creating more success for the company. Why is Employee Wellbeing Important? If you aren't taking a proactive approach towards workplace wellbeing, then your workforce is more likely to be unhappy, unmotivated and unproductive. You need to address this immediately. After all, we all spend most of our week in the workplace (sometimes up to 40+ hours a week). Creating employee wellbeing initiatives should be just as important as building your brand and developing your product. You need to think about your people - think about what you are going to do to improve their happiness in the workplace. It can truly make a difference and improve employee productivity across the whole organisation. The benefits of making wellbeing a top priority in the workplace are: Improved team focus Reduce of stress Increased job satisfaction Positivity among employees Improved general wellbeing Specific benefits to your organisation include: Higher performance levels Improved productivity Lower employee turnover Attract top talent Be seen as a fantastic place to work! By improving your employee health and wellbeing, you're not only giving them an environment in which they love to come to work every day, but you're helping to create a more motivated, engaged and high performing workforce. This ultimately creates higher organisational success.

Business Category's Courses

Course Lesson(55)

Lesson 1 : **What is Employee Wellbeing**

Lesson 2 : **Wellbeing Factors**

Lesson 3 : **Leading Wellbeing**

Lesson 4 : **Making Wellbeing Happen**

Lesson 5 : **Using Wellbeing Tools**

Lesson 6 : **Creating a Wellbeing Strategy**

Lesson 7 : **Workplace Wellbeing Assessments**

Lesson 8 : **Developing a Wellbeing Program**

Lesson 9 : **Wellbeing Committees**

Lesson 10 : **Championing Wellbeing**

Lesson 11 : **Strengths Based People Management**

Lesson 12 : **Peer Coaching in Wellbeing**

Lesson 13 : **Promoting Wellbeing Learning**

Lesson 14 : **Finding Purpose in Wellbeing**

Lesson 15 : **Communicating Wellbeing**

Lesson 16 : **Walk and Talk Wellbeing**

Lesson 17 : **Enabling Wellbeing Flow**

Lesson 18 : **Encouraging a Growth Mindset**

Lesson 19 : **Mentoring and Wellbeing**

Lesson 20 : **Giving Great Feedback**

Lesson 21 : **Checking in Employee Wellbeing**

Lesson 22 : **Wellbeing Involvement**

Lesson 23 : **Wellbeing Engagement**

Lesson 24 : **Wellbeing Change**

Lesson 25 : **Return to Work Interview**

Lesson 26 : **Managing Employee Illness**

Lesson 27 : **The Fruit Box**

Lesson 28 : **Exercise at Work**

Lesson 29 : **Workplace Massage**

Lesson 30 : **Travel Health**

Lesson 31 : **Stress Prevention and Signaling**

Lesson 32 : **Managing Overwhelm**

Lesson 33 : **Employee Assistance Programs**

Lesson 34 : **Emotional Intelligence**

Lesson 35 : **Building Resilience**

Lesson 36 : **Reframing**

Lesson 37 : **Mindfulness**

Lesson 38 : **Mediation**

Lesson 39 : **Getting Organized for Wellbeing**

Lesson 40 : **Switching Off**

Lesson 41 : **Designing the Work Environment**

Lesson 42 : **Remote Working**

Lesson 43 : **Flexible Working**

Lesson 44 : **Motivation**

Lesson 45 : **Harmony Initiatives**

Lesson 46 : **Building Trust**

Lesson 47 : **Anti Bullying Action**

Lesson 48 : **Giving Back**

Lesson 49 : **Shared Interest Groups**

Lesson 50 : **Netwalking**

Lesson 51 : **Fun at Work**

Lesson 52 : **Pets at Work**

Lesson 53 : **Music at Work**

Lesson 54 : **Flexible Benefits**

Lesson 55 : **Pre Retirement Planning**

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