

Wellbeing Action Items for Managers

Wellbeing is the catalyst organizations need to cultivate engaged, thriving employees who perform at their best every day. Your employees' wellbeing influences every aspect of your business performance.

Use this guide to learn more about each of the five elements of wellbeing: career, social, financial, physical and community. The discussion topics will help you influence your own wellbeing and the wellbeing of others, including your team, by asking better questions and effectively listening to what your employees are saying.

CAREER WELLBEING

You Like What You Do Every Day

People with high career wellbeing wake up every morning with something to look forward to doing that day. Whether they are working at home or in an office, classroom or cubicle, they have the opportunity to use their strengths each day and to make progress.

ASK YOURSELF:

What do I enjoy most about my job?

ASK YOUR TEAM MEMBERS:

What parts of your role give you the most energy?

TAKE ACTION WITH THIS BEST PRACTICE:

Identify the parts of your role that fulfill you the most, and look for opportunities to do them more often.

SOCIAL WELLBEING

You Have Meaningful Friendships in Your Life

People with thriving social wellbeing have several close relationships that make their life more productive and enjoyable. They are surrounded by people who encourage their development and growth.

ASK YOURSELF:

How do I show the people who are most important to me that I care about them?

ASK YOUR TEAM MEMBERS:

Do we spend enough social time together as a team?

TAKE ACTION WITH THIS BEST PRACTICE:

Share individual goals so team members can provide support and encouragement.

FINANCIAL WELLBEING

You Manage Your Money Well

People with high financial wellbeing manage their personal finances well and spend their money wisely. They buy experiences instead of just material possessions, and they give to others instead of always spending on themselves. At a basic level, they are satisfied with their overall standard of living.

ASK YOURSELF:

What additional tools, skills or resources do I need to achieve my financial goals?

ASK YOUR TEAM MEMBERS:

What financial habits could we modify to enhance our individual financial wellbeing?

TAKE ACTION WITH THIS BEST PRACTICE:

Celebrate team members' financial achievements.

PHYSICAL WELLBEING

You Have Energy to Get Things Done

People with thriving physical wellbeing manage their health well. They exercise regularly, and as a result, they feel better. They make good dietary choices, which keeps their energy high throughout the day and sharpens their thinking. They get enough sleep to process what they learned the day before and to get a good start on the next day.

ASK YOURSELF:

Think about days when I have had the most physical and mental energy. What do they have in common?

ASK YOUR TEAM MEMBERS:

How do our work areas and schedules support our physical wellbeing goals?

TAKE ACTION WITH THIS BEST PRACTICE:

Hold "walk and talk" meetings when possible, rather than sitting.

COMMUNITY WELLBEING

You Like Where You Live

People with high community wellbeing feel safe and secure where they live. They take pride in their community and feel that it's headed in the right direction. This often results in their wanting to give back and make a lasting contribution to society.

ASK YOURSELF:

What makes me proud about where I live?

ASK YOUR TEAM MEMBERS:

How can we get involved in our communities?

TAKE ACTION WITH THIS BEST PRACTICE:

Volunteer for a community event you feel passionate about as a team.

Foster a culture of holistic wellbeing at your organization.

Help your employees confidently answer "yes" when asked if your organization cares about their wellbeing.

Less than 50% of U.S. workers strongly believe their organization cares about their wellbeing.

We partner with your organization to establish a workplace wellbeing strategy that helps your people and your business — all while aligned with your organization's unique purpose, brand and culture.