

Promoting a Culture of Well-Being in Your Workplace

**EXCERPTS FROM AN ARTICLE
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It's hard to read about the future of work without coming across "data," "AI," "robotics," and other tech terms. But what about the workers? Employee experience and well-being—both mental and physical—are increasingly important parts of the conversation. Below are five tips for contributing to employee experience and well-being at your workplace.

1. LEAD BY EXAMPLE.

Demonstrate positive behavior and inspire others to adopt healthier habits by engaging in regular physical exercise routines and encouraging others to do so as well. Walking meetings or an after-hours planking session or "boot camp" can generate the same team-building connectivity and fun as a happy hour, with much healthier benefits.

2. STIMULATE YOUR INTERNAL "INFLUENCERS."

Every team has some employees who freely share content on Instagram or other sites that many want to see and follow. Consider harnessing the strength of those influencers to help spread the word about your well-being initiatives and generate new ideas. Give them a podium, and they might just be great coaches or brand ambassadors.

3. REWARD PEOPLE FOR BEING VULNERABLE.

Sharing problems is never easy. But you can work to change the stigma by rewarding employees who are helping colleagues. Finding ways to appreciate a person's vulnerability may be a long shot, but promoting mental and physical well-being naturally creates a more open and transparent culture. Connecting generations can make a difference, too—some colleagues may have been through similar hardships and can offer help.

4. EFFECTIVELY COMMUNICATE YOUR WELL-BEING PROGRAMS.

Many companies, especially large multinationals, have a multitude of well-being programs, from a health club subscription to a free massage. Prioritize well-being in your communications by including an overview of what's available on your career pages, within the new hire integration process, or on your intranet. Tapping into your influencers as focal points for everything related to well-being also goes a long way.

5. BE EXCLUSIVE AND INCLUSIVE.

A strong commitment to well-being can help your organization gain an exclusive competitive employer advantage. At the same time, well-being is for everyone, and companies should make sure their efforts are as inclusive as possible. If you are creating a support group, make sure every employee gets the message that they are being heard and taken care of by your company. By including everybody, your employees will be closer to achieving that one common goal: contributing to your business in the long run to let your workplace—and your workers—truly thrive.