

EMPLOYEE ENGAGEMENT WITH WELL-BEING

Infograph by Efectio team
efectio.com



Employee engagement

Is the degree to which an employee feels **enthusiastic** about his job responsibilities, is aware of his company's goals, and makes an effort to achieve them

Means that we feel good, both **physically and emotionally**, and it covers almost every aspect of our lives

Well-being

The different levels of well-being

Mental well-being

includes aspects such as mental health, calmness, self-growth, work purpose, and spirituality

Physical well-being

is closely linked to quality, thoughtful eating, sleep, getting fresh air, and physical activity (usually insufficient, especially for office workers)

Social well-being

includes relationships (including those in the work team) and a sense of belonging

Employees working in companies that use some well-being initiatives:

42%

more often evaluates their quality of life as high

over the next 12 months

59%

less often look for a job in another organization

27%

are more likely to show excellent performance in their work

How to effectively implement the well-being programs at the workplace?



1.

Survey the employees



2.

Set some expectations and goals



3.

Make it accessible for all



4.

Use easy tools for tracking results



5.

Have a social element



6.

Add gamification elements and rewards



7.

Don't underestimate the efficiency and collect data



8.

Break the rules and make it simple



Tricks that help to stick to the new well-being habits

1. **Focus** on the right behavior
2. Keep it **simple**
3. **Celebrate** achievements
4. **Practice** and repeat



Choosing the right KPIs for well-being

Employee satisfaction

(how satisfied employees are with their positions in the company, management, and colleagues)

Retention of employees

(how likely is it that employees will remain in the company in the near future)

Employee motivation

(how motivated employees are to succeed and invest in the success of the company)

Work environment

(how satisfied employees are with the work environment and atmosphere)

Great examples of well-being activities at work



Sports lessons on site

Healthy snacks



Employee assistance programs

Health challenges



Initiatives for mental well-being and relaxation

Flexible work schedule and environment



Useful apps to use for well-being initiatives

Meditation

headspace

Sleep

sleepgenius

Hobbies

audible

Movement

YOGA STUDIO

Nutrition

Fooducate
eat a bit better™

Water

