

An illustration on a white background showing three stylized human figures. A woman with dark hair and a blue top is in the center, gesturing with her hands. To her left is a woman with dark hair and a brown top. To her right is a man with a beard and a blue suit. In the foreground, there is a small, round, green topiary tree in a brown pot. The entire scene is framed by a blue border.

Unlocking The Secret To Effective Workplace Wellness

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ABOUT THE AUTHOR

Welcome to the book and thank you for reading this.

I am Nigel, I have been working in personal development and training for over 25 years, since 1998.

In my time I have worked, since leaving higher education, in the RAF, as a care home manager, as an office manager at a manufacturing company, worked as a fencer, and finally started at a personal development company in 1998. Since then, I have been fascinated by human behaviour, trigger points, what drives actions and how stepping out and being open can lead to opportunities.

Studying wellness, personal development, and effective training courses, I noticed there was need for a platform that could delivery something unique. I launched an online Wellness club; one that is unique and can *support workplace wellness programs*. In doing so I also researched other stories and case studies, looked at benefits, pitfalls and free easy to implement ideas.

During, observed the following and got to understand a key element (I come onto that later). As for the observations:

1. Large corporations, that have implemented wellness plans, have seen benefits. These have been documented and case studied.
2. Most smaller companies do not have the same level of resources, awareness or understanding of benefits. This, coupled with how decimated some industries were during Covid, meant that a lot were busy struggling to survive. Wellness plans would simply not have been on the agenda.
3. Some small companies, who have implemented wellness plans, have also seen benefits. They have not been able to document the benefits in the same capacity; but the effects and benefits were the same.

4. Few of them had ONE key feature that can make the impact even more profound but makes delivering a wellness scheme, to a 'small' business, easier and affordable.

In the UK in 2022 there were 1,051,225 businesses in the UK with between 2-10 employees with an average turnover of £480,000.

So, I put this book together to encourage business owners to look at and consider workplace wellness schemes, what benefits come from it and some ideas of simple things you can implement immediately. So, time for you to discover why workplace wellness matters.

Primarily this book is aimed for employers, business owners or welfare officers who work with SMEs at the smaller level. Typically, they won't have the budget, manpower or resources to put implement some of the schemes, from case studies, that are referenced within this book.

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Chapter 1: Introduction - Why Workplace Wellness Matters

In the grand tapestry of the modern business world, one truth stands out with crystalline clarity: the heartbeat of any organization is its people. Employees are not just assets or resources; they are the very essence of a company's existence. When we invest in our people, it's not merely an expectation of returns; it's a testament to our commitment to their welfare.

As business leaders, we understand that success is not solely measured by profit margins and market share. True success extends to the well-being and happiness of our staff. It's a declaration that resonates far beyond the boardroom, echoing through every corner of our organizations.

In this book, we will embark on a journey that revolves around a singular and profound belief: by nurturing the well-being of our employees, we not only elevate individuals, but we also cultivate a thriving workplace that benefits everyone involved.

"Your most important assets are your employees. Invest in their well-being, and they will invest in the success of your company." - Gordon Bethune

Consider this book as your guide to fostering a culture of well-being within your organization, where each staff member is a valued and cherished part of your success story.

Is there a need?

According to the HSE in the UK, work-related stress, depression, or anxiety accounted for 51% of all work-related ill health cases in 2019/20.

A survey by the Chartered Institute of Personnel and Development (CIPD) found that 85% of UK workers reported feeling stressed at work sometimes,

with 43% reporting that they had experienced increased stress over the previous year (2019).

The answer is yes. Stress, anxiety & depression affects many people. So, let us look at a scenario.

Imagine this:

A member of staff has an issue at work, either a conflict with a member or a struggle with something at work (a problem, deadline, training issue). They will not share this with anyone at work. Sharing is seen as a weakness or may bring on some judgement from others. They take it home.

Taking it home doesn't solve anything. The problem persists. What happens?
Three things:

1. Resentment builds. The company loses goodwill (loyalty) as they are not seen as being supportive. The person or situation also remains. They don't want to go in and face it, this then builds up a different level of anxiety.

2. Absenteeism. They bottle things up and end up taking a sickie or getting signed off. I have close 2 friends who have both been signed off with stress work related issues, it's common.

3. Staff turnover. They look elsewhere for work. You need to replace, retrain and you lose production momentum. You lose more, but that is the essence.

There is a similar reversal. If a staff member has a problem at home and brings it to work, it can affect their interpersonal skills, it occupies their mind, it kills creativity and it reduces effectiveness. Now that isn't 'your fault' as an employer, but it hits your business. **So, what can you do about that?** *You implement a Workplace Wellness Scheme* (you will see 'how to' at the end, this is still the why).

You are now on to **the secret of a workplace wellness scheme**. This is the subtle shift that makes a difference.

Motive. When you set up a workplace wellness scheme, you set up an investment in your staff. You need your focus to be on providing this as a goodwill welfare scheme out of gratitude. Gratitude, comes up in so many surveys, as being a wellbeing key factor. Saying thank you to your staff, sets up a real inner appreciation (even if it doesn't feel like it all the time when you have issues at work).

"Gratitude can transform common days into thanksgivings, turn routine jobs into joy, and change ordinary opportunities into blessings." - William Arthur Ward

Gratitude means you start to elevate joy and thankfulness towards your staff, it expects nothing in return.

Now here is what some people do. They invest in a workforce wellness scheme to support their staff, but they do it as an investment, from which they expect a return. A return in productivity, return in business profitability, a return in reduction of staff turnover.

Now, either way, regardless of your motive, an investment in a workplace wellness scheme is likely to bring back business benefits. The kicker is what it does to you.

With gratitude. If employee welfare and wellness improves, but you don't see any noticeable business benefits, nothing changes. You have given because you care; wellness is important, providing a resource for your team means a lot.

With a return expectation. If the return doesn't come and their welfare and wellness improves, it makes it easier for you to resent the investment. I mean, why invest, if you expected a return and don't get it: regardless of any wellness

benefits. You may not continue to invest in an ongoing wellness scheme; as all you see is outlay. It can create regrets and resentment. Neither are qualities you want to carry to towards your staff or business investments.

It's like Christmas. You see people buy gifts and give because they like to see a smile, they want to bless someone. You see others buy gifts because they expect one from someone else, they want to have a fair exchange. If that doesn't happen, they would most likely not buy for that person. It comes to attitude, gratitude and giving.

That is the secret. Your motive. Set up a workplace wellness scheme for your staff, not for the expectation of a return.

The 'example' above was an indication of what can happen and does happen, but what does the data show us?

According to the [American Psychological Association](#), workplace stress costs U.S. employers an estimated \$300 billion per year in absenteeism, turnover, and reduced productivity.

Companies with comprehensive wellness programs report an average of 28% reduction in employee sick days. [Harvard Business Review](#).

UK businesses can save up to £70 billion annually by investing in employee wellness programs. [British Heart Foundation](#).

The data here speaks volumes, nor is it isolated or cherry picked, but what of businesses that have implemented schemes?

Unilever implemented an employee well-being and productivity. The program focused on physical, mental, and emotional well-being, offering activities such as fitness challenges, mindfulness sessions, and access to healthcare services.

They had a 17% reduction in sick leave days and a 35% increase in overall productivity.

Aviva, the large insurance company, implemented a comprehensive mental health program to support its employees. This initiative included mental health training, awareness campaigns, and access to counselling services. Aviva saw a significant increase in employee engagement, with 94% of staff members reporting that they felt Aviva was committed to employee well-being. Additionally, there was a reduction in absenteeism due to mental health issues, resulting in cost savings for the company.

SAS, a leading analytics software company, has long been recognized for its commitment to employee wellness. The company provides an array of wellness benefits, including on-site healthcare, fitness centres, flexible work schedules, and stress-reduction programs. The impact on SAS employees has been remarkable. The company boasts a turnover rate of just 3% compared to the industry average of around 20%. SAS employees are known for their high productivity and job satisfaction. The culture of wellness has not only attracted and retained top talent but has also contributed to the company's success in the competitive tech industry.

Now there are other examples, Google, Johnson & Johnson, Siemens and more who have documented studies showing that an investment in wellness has helped the employees; and the company has seen benefits.

Smaller companies who have put schemes into place, generally don't document them in this level of detail, but they do report them. You can see one such 'case study' below.

Wardman UK, a small digital marketing agency, introduced a well-being program with a focus on mental health and work-life balance. They provided mental health training, flexible working options, and access to counselling services for their employees.

The program had a profound impact on the organization. Employee well-being improved significantly, leading to lower stress levels and increased job satisfaction. Wardman UK's commitment to well-being contributed to higher staff retention rates and a positive workplace culture.

If you want any details on any of those other big, or small companies, contact us [HERE](#) and ask. They will also be on our blog pages [HERE](#).

We are going to look at 3 areas of benefit:

1. How the individual can benefit. What life, health, relationship, and esteem benefits it can bring.
2. How your employee can benefit at work. What newfound skills, abilities and training can help them in the performance of their job.
3. How your business can benefit. What changes can a business see when the workforce has undergone a wellness program.

Chapter 2: Benefits for Individuals

As we delve deeper into the realm of workplace wellness, it's essential to understand that the ripple effects of our efforts start at the individual level. When we prioritize the well-being of our staff, we set in motion a series of transformations that extend far beyond the confines of the workplace.

Now any business implementing a workplace wellness scheme, should be aware of the range of benefits that each scheme can bring. Some schemes that offer counselling services, quiet spaces, health care schemes; will have some of these as benefits.

These benefits are ones that your staff member, yourself, or anyone on the scheme can benefit from in their personal life.

Improved Self-Esteem and Well-Being

One of the most profound changes individuals experience through workplace wellness is an increase in self-esteem. They come to understand that their health and well-being matter, that they are valued not just as workers, but as whole individuals. This newfound self-worth permeates all aspects of their lives.

"Wellness is the complete integration of body, mind, and spirit - the realization that everything we do, think, feel, and believe has an effect on our state of well-being." - Greg Anderson

This sense of well-being doesn't stay locked within the office walls. It flows into their homes, their communities, and every interaction they have. When individuals feel valued and cared for, they, in turn, radiate positivity and gratitude.

Take that into the home, into the family, into the community; see what a difference self-esteem can make to a person's attitude!

Calmer and More Relaxed

Workplace stress is a silent enemy that can sap the vitality of your staff. Through wellness initiatives, we equip individuals with tools to combat this stress, fostering a calmer and more relaxed workforce.

Just imagine how much better life is when you are calmer. You get more grounded, in control, less reactive and more able to function in an effective way – in both relationships, personal ambitions and life functioning.

Improved Sleep and Quality of Life

Some schemes offer access to Deep Relaxation techniques and training. One huge benefit is it helps you develop a healthier sleep pattern and get a better quality of sleep. When not at work, the days are more fulfilled as improved sleep brings more energy.

Use the opportunity to learn how to rest, relax and improve your quality of your life.

"Happiness is not something ready-made. It comes from your actions." - Dalai Lama

Resilience to Anxiety

The ability to bounce back from challenges and setbacks is a hallmark of a resilient individual. Wellness practices bolster this resilience, empowering individuals to face life's trials with courage and composure.

Some schemes also provide mindset and mind changing anxiety schemes. If a staff member is less prone to anxiety, they are happier at home, happier in the family, feel more 'present' in situations and this radiates through to all aspects of what they do.

Physical Health

The encouragement of physical exercise and provision of facilities or access to other facilities is a motivating factor to encourage staff to get involved in activities.

Exercise releases endorphins which in turn leaves a feel-good effect, so there is an immediate benefit. Overall health improvement increases energy levels, the desire to be more active and take on tasks that had previously put off. The benefit to the staff member is both immediate and longer term.

Medical Provision

For some people, accessing health care isn't readily available. When you have health concerns or queries, access to professional support can be vital. It is not only that, but knowing it is available helps provide a sense of well-being and support.

Overcoming Procrastination and Improved Focus

Procrastination can be a productivity killer. Wellness programs provide techniques to overcome this common hurdle, enabling individuals to focus better and accomplish tasks efficiently.

From running training events over years, and having wellness schemes, I can say this is a big winner for staff members to use in their personal life. Some have issues with getting on with their personal dreams. The "I will do it

tomorrow” kicks in with so many people. If they are better able to focus on work, it goes they bring that attitude to everything.

Creative Thinking and Problem-Solving Skills

When the mind is free from stress and clutter, it becomes a fertile ground for creativity and innovation. Individuals who prioritize wellness often discover a wellspring of creative thinking and problem-solving abilities.

Schemes that have creative thinking training isn't just for the 'creative industries', they are for everyone. Creative thinking allows you to generate new ideas, help with problem solving and allows opportunities to be created for life goals.

Increased Happiness and Openness to Opportunities

Happiness is a beacon that draws positivity and opportunities. A happier individual is more open to new experiences and is more likely to seize opportunities that come their way.

Someone who is happier at home, in their personal life; tend to reflect this around. They inspire others, draw people into their world, are less prone to lows.

Better Interpersonal Skills and Improved Relationships

Healthy relationships are the cornerstone of a fulfilling life. Through wellness initiatives, individuals often experience improvements in their interpersonal skills, leading to stronger, more harmonious relationships with colleagues, friends, and family.

A key outcome of the above is you start to take more control, get better at planning, have improved relationships, are more present and see opportunities arise.

"Take care to get what you like, or you will be forced to like what you get." - George Bernard Shaw

Mindfulness meditation has been shown to reduce symptoms of anxiety by 58%. - JAMA Internal Medicine

Employees who feel their well-being is cared for are 38% more engaged at work. - Gallup

As an individual, changes like this are huge. The benefits can be amazing and outstanding in their personal life. Relationships change, personal goals change, ambitions change – and it's all down to their business providing wellness support. It's all about how effective it is deployed and managed.

These transformations at the individual level are not isolated events; they form the foundation upon which we build a healthier, more harmonious workplace.

As we move forward in this exploration of workplace wellness, remember that every individual touched by these initiatives contributes to the greater well-being of your business. We will look at that next.

Chapter 3: Workplace Benefits from Improved Staff Wellness

The transformational power of workplace wellness extends beyond the individual and radiates throughout an organization. When employees experience improved well-being at home and in their personal life, the benefits are brought into their place of work. You don't leave your creativity or grounded nature at the office door!

The benefits ripple through the workplace, creating a harmonious and productive environment. Others at work get inspired when they see changes, they may also want that benefit! Now how does this apply to them at work and how does their role and engagement benefit.

Increased Loyalty and Engagement

When a company invests in the well-being of its staff, it sends a clear message: "We care about you." This simple act of goodwill fosters a sense of loyalty among employees. They become more deeply engaged with the organization and its mission.

They even become missionaries for the business. They may talk about it on social media, share business posts or be more supportive when you have events going on.

"Engaged employees lead to better business outcomes. They're more loyal to their organizations, they're more productive, and they're more likely to stay." - Gallup

Improved Workplace Cooperation

A workforce that prioritizes wellness tends to be more cooperative. When individuals feel their well-being is valued, they are more inclined to work harmoniously with their colleagues, leading to a more pleasant and efficient

work environment. Some wellness schemes allow access to training that teaches staff members tips and techniques to make cooperation easier and more efficient.

Enhanced Quality of Work

Wellness initiatives have a surprising side effect: they often lead to an improvement in the quality of work produced. When individuals are in better mental and physical shape, their work tends to be more meticulous, creative, and driven by a strong sense of purpose.

"The strength of the team is each individual member. The strength of each member is the team." - Phil Jackson

Increased Engagement with the Company

Engaged employees are not just more committed to their work; they are more connected to the company itself. They become enthusiastic advocates for the organization, spreading positivity and goodwill both internally and externally.

This goodwill can also bring about business growth opportunities. They are more likely to share business posts on social media and be more willing to recommend business services or products.

Companies with highly engaged employees outperform their peers by 147% in earnings per share. - Gallup

Creative Thinking and Problem Solving for Business Challenges

A wellness-focused mindset encourages creative thinking and problem-solving. Employees who prioritize their well-being often bring innovative solutions to the table, helping the company navigate challenges effectively.

Some schemes don't just rely on wellness creating change in a person to help them become more creative as a byproduct of being more mindful; but they have training within the delivery of the scheme that teaches staff how to get into a creative state and problem solve.

An Outlook that Enhances the Well-Being Atmosphere

When employees experience personal wellness, they contribute to a workplace culture that prioritizes well-being. This collective attitude shift positively impacts the atmosphere of the organization, making it a healthier and more pleasant place to work.

Wellness programs can yield an ROI of \$1.50 to \$3 for every dollar invested. -
Harvard Business Review

As a business leader, you hold the power to transform your company into a hub of well-being, collaboration, and productivity. The benefits of investing in staff wellness extend not only to your employees but also to the very core of your organization. The journey to a healthier, happier, and more successful workplace starts with a commitment to the well-being of your staff. With this commitment, you set the stage for a prosperous future where your company thrives in every sense of the word.

A study by Deloitte found that for every £1 invested in mental health initiatives in the workplace, UK businesses can expect an average return of £5 in reduced absenteeism and improved staff retention.

Chapter 4: Company Benefits from Wellness Provision

As we've seen, investing in the well-being of your staff yields numerous advantages at both the individual and company levels. But the story doesn't end there. The profound benefits of workplace wellness extend even further, transforming your organization into a thriving, harmonious entity.

Loyalty to the Business

When a company makes a genuine commitment to the well-being of its employees, it engenders a sense of loyalty that transcends traditional workplace relationships. Employees who feel valued and cared for are more likely to remain dedicated to the business, aligning themselves with its long-term goals.

As we touch on earlier, this reduces staff turnover, supports training and investment, helps create social sharing and additional promotion and the business benefits.

Less Time Dealing with Staff Frictions and Conflicts

A culture of wellness tends to minimize workplace frictions and conflicts. When individuals are more grounded and at ease, misunderstandings and disputes become less frequent. This reduction in conflicts frees up valuable time and resources that can be redirected toward more productive endeavours.

More Efficient Working Practices

Wellness initiatives often lead to more efficient working practices. Healthier, happier employees are better equipped to streamline their workflows, eliminating unnecessary steps, and focusing on what truly matters.

Staff Contributions to Business Growth

Wellness is not just about feeling better; it's about performing better. Employees who prioritize their well-being are more likely to contribute creatively and thoughtfully to the growth of the business. They bring fresh ideas and perspectives to the table, helping the organization stay innovative and adaptable.

"In diversity, there is beauty, and there is strength." - Maya Angelou

Willingness to Learn and Adapt

Wellness programs enhance individuals' ability to learn and adapt. A workforce that values wellness is more open to acquiring new skills and staying updated in a rapidly changing business landscape.

This creates an exponential growth; the more they are willing to learn, the more they are willing to undergo new workplace wellness training. And so, the circle goes and grows. The company is more able to carry new practices out far more easily as your team are open to innovation and change.

Increased Focus and Concentration

A cluttered mind is a barrier to productivity. Wellness practices encourage greater focus and concentration, enabling employees to tackle tasks with heightened efficiency. This enables, new practices (as mentioned above) to be implemented with more ease. The ability to not lose concentration, but deal with the work at hand, leads to an easier implementation of changes and more efficient handling of current workloads.

Less Staff Turnover

One of the most tangible benefits for any organization is a reduction in staff turnover. Employees who experience improved well-being are more likely to stay with their current employer, saving the company the time and expense of recruiting and training replacements.

Companies with diverse management teams have 19% higher revenue due to innovation. - Boston Consulting Group

Wellness programs reduce healthcare costs by an average of \$3.27 for every dollar spent. - American Journal of Health Promotion

As an organization, you stand to gain immeasurable benefits from a commitment to workplace wellness. Beyond the direct advantages to your employees and your company, these practices will contribute to the creation of a more resilient, agile, and successful organization.

By fostering an environment where well-being is paramount, you not only secure the present but also lay the foundation for a future where your business flourishes in every sense of the word.

Chapter 5: Encouraging Continuing Practices

As you embark on the journey of workplace wellness, it's important to recognize that this isn't a one-time effort but an ongoing commitment. The benefits you've witnessed at the individual, team, and organizational levels are just the beginning. To maintain and build upon these gains, you must encourage a culture of continued well-being.

By an ongoing investment in your staff's welfare, you increase the likelihood that they will actively engage in business-specific training and wellness programs designed to further enhance their skills and well-being.

Business-Specific Training

When employees experience the positive impact of wellness practices, they become more receptive to further development opportunities. Business-specific training becomes a natural progression, as individuals understand the value of self-improvement and skill enhancement.

Engaging in Wellness Training Courses

The journey toward well-being is continuous. Encourage your staff to participate in wellness training courses tailored to the needs of both individuals and the organization. These courses provide valuable tools and techniques for maintaining a healthy work-life balance.

A Higher Likelihood of Employee Engagement

Employees who engage with wellness initiatives are more likely to participate actively in all aspects of their work. This includes seeking out opportunities for professional development, attending training sessions, and taking on new challenges with enthusiasm.

Strengthening the Connection between Personal and Professional Growth

Wellness is not just about physical health; it encompasses personal growth as well. When individuals recognize the profound effects of wellness practices on their lives, they are more inclined to apply the same principles to their professional growth, driving them to achieve greater success.

"Wellness is a journey, not a destination." - Deepak Chopra

Companies that offer wellness programs are 11 times more likely to see a significant increase in employee engagement. - Limeade

Employees who receive wellness training are 30% more likely to stay with their employers. - Forbes

By fostering a workplace culture that values and supports ongoing wellness practices, you not only ensure the sustainability of the benefits gained so far but also set the stage for continuous improvement and growth. The journey toward a healthier, happier, and more successful workplace is a lifelong commitment—one that promises to enrich the lives of your employees and the success of your organization. Embrace this journey, and the rewards will be boundless.

Chapter 6 – Issues, Solutions & Free Practices

It must be acknowledged, and discussed, that despite all the advantages there are they do come with some problems.

How do I get staff involved, what if staff don't want to engage and are there any free simple solutions I can adopt today.

Problems With Wellness Schemes and Ways To Overcome Them.

In an ideal situation, you want 100% participation in a workplace wellness scheme. You know how individuals can have a personal benefit, how their work can be 'easier' for them and how the company can benefit.

The reality is that not everyone will get involved – unless you put them through a 'program of active involvement' during work time. The whole point of the scheme isn't to spend a lot of time taking staff away from their core function, but to provide access to support (counselling, medical access, quiet space for reflection) which they can use in work time – or during 'breaks': or access to sport, health clubs which are used out of their working time.

1. Not everyone sees any benefit from participating. Either it is 'not their thing' or they are too busy.

You can apply a 3-fold approach:

a. Select one element of the wellness provision. Make it a full workforce challenge within the place of work, so everyone goes through a 'part of the wellness provision', talks about it after and give feedback. It is seen as corporate and not individual. It gets people over any concerns with doing something they may not have done before and creates bonding from people having had new experiences.

b. Make the first challenge a workplace one with a reward after (voucher, early Friday finish, workplace food treat or something else).

c. Educate. Prior to the challenge, make sure the staff know what benefits they are likely to get. Ask them to engage by identifying one of the benefits that they would like to get and their individual, and personal, involvement is likely to be keener.

In addition, if this is successful, and a good plan is in place, they are likely to engage further with the provision and benefit from your investment.

2. Seen as perks not benefits.

Workplace provision of activities, outside of core work provision, has long been seen as a perk. I had a friend who was a trainee radiographer, the local hospital had a health and social club. It was seen as a perk. We took advantage of it by using the snooker facilities, squash courts and the bar.

A perk is seen as a benefit of being employed by XYZ organisation. For example, my local council has this on all jobs listed the following:

£10 a month membership at the local council gyms (this is around 75% discounted)

1 day paid per year as volunteer days

Free car parking

and so on.

These are seen as perks.

As to wellness, if it's a perk and an employee takes up gym membership, this can bring about the same health benefits, as if it had been a part of a wellness scheme, so the outcomes are the same. So why see them differently?

If it is seen as a perk, and advertised as such, the business does not need to do anything more. It has fulfilled its purpose. It has provided. It has had a perk in place to help recruit staff, but making the job vacancy look more appealing, and that is one objective of a perk. The other main purpose of a perk is also to retain staff and reduce turnover.

If it is seen as a workplace wellness scheme provision, then that comes with an implementation plan which includes education and measurement. When you invest in wellness, you want it to work. You provide an education as to why someone should get involved, how much better they will be after and an encouragement for them to join.

A wellness plan that has gym membership, may find it used more if it is seen as a wellness plan, with a program, rather than a perk, which may be more unused.

Promote a wellness scheme under the banner of 'Investors In People' - 'we care for all of our staff, their welfare, wellness, health and mindfulness, we provide an innovative wellness program for all of our members to use'.

Word is as you see fit but make it as a part of the company investment in staff welfare and wellness.

3. Wellness Schemes – I Don't Have Time!

As an employer, your primary focus is on delivering business targets and profits. It's hard enough taking time out to look at investing in new IT (what system do I pick), deciding on new machinery that is needed for a new process, or spending time dealing with staff issues and recruiting.

When asked about a workplace wellness scheme, the response is likely to be "yes it's important, but I don't have time to know which ones are best, how to implement them and how to measure them". It never gets addressed and everything remains as it is.

You can get an 'off the shelf' package that is tailored to your business needs; easy to implement and doesn't draw too much of your time to help making it specific for your challenges, ethos, and staff. There is more information after.

Free Wellness Ideas for A Workplace

There are some simple things you can put into place to say we care about you; we support you and we encourage a healthier workforce.

1. Suggestion Box

This not only gives ideas and anonymity, but it says, 'we don't know everything and value your opinion'. It is an old idea, but it can be effective in starting to engage your team (especially if implemented ideas are linked to a reward).

2. Wellness Posters

Visual reminders in common areas, toilets, kitchen, reception - some simple posters reminding people about slowing down, breath gently, being considerate to others help reinforce a wellness mindset.

These can be printed off at work from famous statements and put up in sleeves on walls. Visual reminders can also reinforce company ethos, wellness goals and encourage actions.

3. Events and Suggestions

Once a month send a message to staff (email, leaflet, or other method) encouraging anyone with a mental health issue (anxiety, stress, esteem) to speak up or access a wellness support scheme. Remind staff everyone can be hit with wellness issues and getting help and treatments is better than to suffer in silence.

Organise workshops or lunch-and-learn sessions for your employees. These can cover a wide range of topics related to physical, mental, and emotional well-being. Bring in experts or use internal resources to conduct sessions on stress management, nutrition, mindfulness, time management, or any other wellness-related subject.

By offering these sessions during lunch breaks or as part of the workday, you make it easy for employees to attend. It's an excellent way to provide practical tools and knowledge that can positively impact their daily lives. It also fosters a sense of community and shared growth within your organization.

4. Relaxation and Meditation Spaces

Create dedicated relaxation and meditation spaces within your workplace. These areas should be quiet, comfortable, and equipped with resources like cushions, calming music, or guided meditation recordings. Encourage employees to take short breaks during the day to visit these spaces and engage in relaxation exercises or meditation.

Regular breaks for relaxation can help reduce stress, improve focus, and enhance overall well-being. It's a simple yet effective way to promote mental and emotional health in your workplace. Consider providing guidelines or resources on different relaxation and meditation techniques to support employees in using these spaces effectively.

5. Walking Meetings

Replace traditional seated meetings with walking meetings when possible. Instead of gathering in a conference room, take your discussions outside and encourage your staff to walk while they talk. Walking meetings offer several wellness benefits:

Physical Activity: They provide an opportunity for light physical activity, which can boost energy levels and creativity.

Fresh Air: Being outdoors in natural light can improve mood and reduce stress.

Break from Sedentary Behaviour: They break up long periods of sitting, which is associated with various health risks.

Walking meetings are not only a wellness exercise but also a refreshing approach to problem-solving and decision-making. They promote a more active and health-conscious work culture while enhancing productivity.

These five workplace wellness exercises, including the ones you've already mentioned, can contribute to a healthier, more mindful, and happier workplace. Feel free to adapt and expand upon these ideas as needed to suit the specific needs and culture of your organization.

Chapter 7 – Business Size & Wellness Priorities

As we have seen, the number of resources at a company's disposal varies hugely, their budget, the number of staff they can allocate to research and implement (with or without external consultancy) will vary a lot.

The one thing in common with businesses that implement a wellness scheme is that there is a beneficial outcome for both the workforce individuals and business.

No matter what size your business is, you can get started with a scheme. As for the size of your business you will have several factors to consider:

1. **Workforce activity.** Is your workforce sedentary or active? Do you need to encourage more activity?
2. **Mindfulness & mental health.** All businesses should have this as a priority. Stress, anxiety, and depression hits all, without exception, all businesses. Employees and employers.
3. **Do you require staff to have access only or to go through wellness programs?** E.g., is it a provision or do you want to encourage everyone to go through some set programs to encourage growth, confidence, skills (the ones we talked about earlier in this book).
4. **Are you aware of any specific wellness areas that need addressing?** E.g., staff conflicts, high absenteeism rates, workplace mistakes or anything else.

These areas need consideration when considering a wellness scheme for your business. A suggestion is if any scheme is implemented, you make a note and record a before and after on these wellness KPIs. This will help you ascertain what factors are working, what need adjusting and if any new ones need building in.

Conclusion: A Future of Workplace Wellness and Success

The evidence shouts clearly that a good workplace wellness scheme does bring about change in the workplace; both to the individuals, environment, and business efficiencies. Lower turnover through better retention, more goodwill and loyalty, increased business engagement, lower sickness and absenteeism and increased company profits.

If you are a non-profit or a group, your members benefits will equally show in the efficiency of what you do, the effectiveness of how you do it and the efficacy that results from it.

Starting a wellness scheme is an option if you want to transform your business; but where do you go to start? The case studies we have seen, are all from large organisations with large budgets; they have been able to allocate resources such as consultants, free employed staff to work with them, pay for medical provision, negotiate discounts for staff memberships to fitness centres and more. It takes time and money to plan, implement and then run and evaluate.

"Wellness is the complete integration of body, mind, and spirit - the realization that everything we do, think, feel, and believe has an effect on our state of well-being." - Greg Anderson

However, not reacting, can leave you where you are now, however, the benefits, as we've seen, are manifold. From improved self-esteem to enhanced productivity, from reduced workplace conflicts to more efficient operations, the positive effects of wellness practices permeate every facet of your organization. Perhaps most importantly, you foster a culture of trust, respect, and mutual support—one that defines the essence of a truly successful workplace.

"The strength of the team is each individual member. The strength of each member is the team." - Phil Jackson

Moreover, you open the doors to endless possibilities. By encouraging continued practices of wellness and growth, you empower your employees to reach new heights in their personal and professional lives. They become not just assets to your company but ambassadors of a holistic approach to success.

Final Point

I would like to take you, the reader, on a journey. One where your sleep improves, your vision for the company is enhanced, your goal planning is supported, your confidence is improved, you have more energy and everything you do at work is done with far less resistance and friction.

Outside of work you are calmer, happier with those around you, more thankful for those around you and less reactive and more understanding.

You can also benefit from a workplace wellness scheme to improve your life.

What Next

Most wellness schemes fall into the following categories:

1. Physical health.

Access to medical care. Access to a works sports scheme. Around my way, council/local authority workers can get a heavily discounted price for local authority gyms and health clubs. Provision of fitness plans or just access to a club, they vary.

2. Working environment.

Creative rooms, meditating rooms, religious rooms. Spaces to encourage reflection, visual aids and more. Looking at a healthier work culture and work stress points.

3. Support, events & training.

Access to counselling services, mental health training, wellbeing days, financial planning training and other support that is in-house or 'brought in' to support staff.

4. Working habits.

Flexible working options (hours/location), job sharing options and similar.

Not all small businesses can provide counselling services, job sharing, flexible working locations, gym memberships – esp when you look at the average small business turnover.

You may remember this from earlier in the book:

4. Few of them had ONE key feature that can make the impact even more profound but makes delivering a wellness scheme, to a 'small' business, easier and affordable.

In the UK in 2022 there were 1,051,225 businesses in the UK with between 2-10 employees with an average turnover of £480,000.

At Wellness Within we have a Workforce Wellness Scheme that is aimed at small businesses. It is affordable, effective, and supportive; it can have bespoke training for your specific business needs, and it takes members through a journey of programs – or they can use it ‘a la carte’.

It also has one key advantage. If an employee is struggling with mental health (anxiety, stress, depression) then they can access support, treatments, and trainings in the privacy of their own home, 24/7. If an employee has an out of office stress or anxiety issue, you have provided something for them. Immediate and available. Isn't that a wellness benefit – they don't need to wait to get into work to access support!

If you are considering a workplace wellness package, and you are not sure which way to go; you can always contact Wellness Within and ask for further information and a free demo. Our link is in the footer.

If you want to try something minimalist, use the free suggestions in here – and connect with us; let us know how they have been implemented.

Thank you for taking the time out to read this – and remember – **you can also be a part of the journey to discover**, not just wellness, but, to explore some unique business training within the Wellness Within Club.