



Employee Wellbeing:

Making the Healthy Choice the Easy Choice

Your employees are your company's greatest asset. Creating a culture of wellbeing where employees feel holistically supported by their employer helps them to be more engaged and productive, leading to greater retention and recruitment of talent.

Create a culture of wellbeing by thinking about ways to make the healthy choice the easy choice for employees. Here are some easy ideas to do at your workplace to get started and address various dimensions of wellbeing.



Mental Wellbeing: Reduce the stigma

Mental health affects our general wellbeing and how we connect with others at home, school, work and socially. One in five U.S. adults experiences mental illness each year.

- Involve senior leadership and workplace influencers to talk about mental health openly
- Observe or hold events around nationally recognized mental health awareness months, such as Mental Health Month in May and Suicide Awareness Month in September
- Include mental health content and resources in every issue of your health and wellbeing newsletter
- Develop an employee recognition program to help employees feel valued for their contributions



Physical Activity: Encourage movement at work

Regular physical activity is one of the most important things people can do for their health, yet less than half of adults get enough. Exercise helps people think and sleep better, manage anxiety and stress, and reduce the risk for a variety of illnesses.

- Encourage walking meetings and walking breaks
- Make stairwells more inviting
- Identify and mark indoor and outdoor walking routes
- Host a "Healthy Selfie" campaign and encourage employees to submit photos of them practicing healthy physical activities (hiking, kayaking, tennis, etc.)



Nutrition: Increase consumption of healthy food

Good nutrition reduces the risk of many chronic diseases, yet only 10% of adults eat enough fruits or vegetables. Fresh fruits are rich in vitamins, minerals and antioxidants and provide a natural energy boost.

- Provide fresh fruit in the breakroom
- Partner with local farms to offer fresh fruit and vegetables in season
- Give employees gift certificates to the local farmers' market
- Work with cafeteria/vending machine vendor to offer healthier choices



Hydration: Make water readily available

Drinking enough water every day is important for overall health.

An estimated 75% of Americans are chronically dehydrated, which can cause unclear thinking and midday drowsiness. Water has no calories or caffeine and is the optimal drink.

- Provide employees with refillable water bottles
- Install a water-bottle refilling station
- Charge more for soda in vending machines
- Serve water instead of soda at company meetings and events



Smoking Cessation: Promote tobacco cessation resources

Cigarette smoking harms every organ in the body. It is still the leading cause of preventable disease and death accounting for one in five deaths. About 12% of U.S. adults smoke; smoking rates are higher among less educated and poorer adults.

- Promote tobacco cessation resources, including Wellframe® and state Quitlines
- Consider implementing a tobacco-free campus

Remember, **it's important to regularly promote benefits and resources available to employees** that support their wellbeing. Communicate the benefits employees have available to them through their health plan and Employee Assistance Program frequently, as well as other benefits like paid time off, onsite fitness facilities or discount programs (if available).

For more ideas on supporting the wellbeing of your employees and creating a culture of wellbeing at your workplace, contact your dedicated wellbeing consultant, account manager or broker to schedule a complimentary workplace wellbeing consultation.

Did you know?

- **Fewer than one in four** U.S. employees strongly agree that their organization cares about their overall wellbeing.¹
- **87% of employees** choose employers based on the health and wellness programs available.²

¹ Percent Who Feel Employer Cares About Their Wellbeing Plummetts: [gallup.com/workplace/390776/percent-feel-employer-cares-wellbeing-plummetts.aspx](https://www.gallup.com/workplace/390776/percent-feel-employer-cares-wellbeing-plummetts.aspx)

² Win With Wellness - Attract And Retain Talent: [forbes.com/sites/forbesbusinessdevelopmentcouncil/2018/08/27/win-with-wellness-attract-and-retain-talent/?sh=549062a81648](https://www.forbes.com/sites/forbesbusinessdevelopmentcouncil/2018/08/27/win-with-wellness-attract-and-retain-talent/?sh=549062a81648)

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