

Starting Your Wellbeing Strategy

Psychological issues are now the key factors affecting people's health in the modern workforce as incidences of stress, anxiety and depression increase. This means that it is more crucial than ever for organisations to be addressing wellbeing strategically and minimising both the costs to the business and the damage to employees/teams. Organisations often struggle with wellbeing and tend to adopt a 'pick and mix' approach where they offer a range of offers, such as reduced cost gym memberships, mindfulness at lunchtime, fruit on fridays, does any of this sound familiar? Although implementing a wellbeing strategy can sound difficult and complicated, it doesn't have to be. Like most things, the trick is knowing where to start and progressing from there. In this article, published by IOSH (2019) I explore a few simple steps that you can take to build a wellbeing strategy that works for your organisation. The article shows you the 'Toolbox' that you will readily have available to you and which you can use to show you where to find the best starting point for your organisations. You can also use this 'Toolbox' to build up a business case to ensure that you get the resources that you need to invest in your wellbeing strategy. There is a simple three stage model that you can use to help you think about what you already have in place and what other features you might want to add into your wellbeing strategy. The article is deliberately short so that it does not read like War and Peace, however, this means that there was not an opportunity to go into detail about the other two aspects of the model. This article should give you some food for thought, however and I will shortly publish a follow-up article giving more information about those other two aspects of your wellbeing strategy. <https://www.ioshmagazine.com/head-start>