

GUIDE

How to improve employee wellbeing

Use this practical guide to inform your wellbeing programs and support a healthier, happier and more productive workforce.



APPSPACE

Beezy

Beezy powers the modern intranet that's part of the Appspace workplace experience platform.



29% of the US workforce say they're depressed as a result of the pandemic. And just 25% of employees think their workplace is equipped to help them.

01. Be a mental health advocate

Our mental health has taken a huge hit over the pandemic. And with an uncertain political and environmental climate adding to fears for the future, we all need support.

We need to recognize that promoting positive mental health at work is the right thing to do. It's a business imperative. And vocally addressing issues reduces the stigma around mental health.

Actively communicating with employees can make a huge difference so encourage them to open up about their challenges, support each other, and seek help when they need it. You can underline your advocacy by offering mental health first aid training and making sure that your digital workplace offers accessible, up-to-date information about where to get support, including links to benefit programs, local organizations and helplines.

02. Give your company culture a health check

Today's business leaders should be promoting a culture of openness and empathy — and that needs to come from the top.

Take a look at your digital workplace and assess its strengths when it comes to your company culture. Does it encourage effective connection and communication? Does it enable your people to not just work together, but to bond and support each other in the process?


Your digital workplace should help create a culture where employees feel happy and can thrive. It should enhance that environment by giving peers the opportunity to easily recognize and reward colleagues for good work or celebrate successes.

Encourage your teams to use your digital workplace's social tools to create communities around their interests, share knowledge and get to know each other better.



Leaders should focus on nurturing a culture of connection, kindness, and empathy.



A group of four women are seated around a wooden table in a bright, modern office. They are all smiling and appear to be in a positive, collaborative meeting. The woman on the left is wearing a red patterned top. The woman in the center is wearing a gold patterned top and has her hands clasped. The woman on the right is wearing a white top with a brown pattern and a yellow headscarf. The table is cluttered with laptops, notebooks, and various office supplies. In the background, there are white shelves with potted plants, a large abstract painting, and a wall with a green and white patterned wallpaper. The overall atmosphere is warm and professional.

**A positive culture helps
your teams and your
business to thrive.**

03. Open up communication


- **Encourage conversation.** Make it ok for employees to talk about work stress.
- **Support needed time off.** Encourage employees to take personal, vacation, and sick time.
- **Communicate with employees** about how you can support their needs, like juggling family priorities with work demands.
- **Destigmatize mental health concerns** to make everyone feel comfortable and welcomed.
- **Remember: Positive emotions lead to positive outcomes.** In other words, a happy, healthy workforce is a more productive one.

04. Practice empathy

Leaders need to integrate empathy into all their decisions, especially new HR policies. Think about things like extending sick pay and sick leave to those experiencing mental health issues, caring for family members, or struggling to balance work-life stresses. You could encourage employees to spend time outside (and away from their screens).

Listen to your employees, give them time, and encourage them to find a balance that works for them. In other words, it shouldn't matter when or how long employees work. Focus on meeting deliverables while looking after your employees' mental health.






05. Empower your employees

Employee expectations and needs have changed over the last few years. The Great Resignation looks to be turning into the Great Reshuffle as workers fine-tune what they want from their work and life. Wellbeing has moved up the scale of priorities with learning opportunities, flexibility and equality high on employees' agendas. If these aren't your priorities today, it's a good time to take stock and work together to make sure everyone's voice is heard. Your digital workplace is a great place to start, using collaboration tools and spaces to share ideas right across your organization.

Giving your employees agency, empowering them to make decisions and make the most of their knowledge and expertise demonstrates respect and fosters loyalty. And with businesses needing to hold on to their brightest and best right now, that's gold.

Empowering people to find solutions to real business problems will help them feel that they are part of the long-term success of the organization. This is also likely to have a profound and positive effect on their mental health.

 **Wellbeing at work is increasingly important. 70% of employees said that their sense of purpose is defined by their work. But just 15% of frontline managers and employees felt that translated to their day-to-day work.**

06. Bridge the gaps between on-site and remote teams

Research shows that seven in 10 employees who work from home are feeling more isolated compared to being in the office. And 41% of employees struggle to feel a sense of camaraderie with coworkers.

Technology is a big part of the problem.

The good news is, the solution can be simple. With the right tools in place, you can build a healthier and happier workplace culture that engages and empowers your people, wherever they're located and however they're working.

Bridge the gaps between your on-site and remote teams with solutions that help them share ideas, manage spaces, and keep everyone connected.



One third of employees are considering changing workplaces for the sake of their mental health. Digital tools and programs can help foster a supportive culture in your workplace.

07. Provide mental health benefits

Every organization should consider providing mental health benefits for employees. If you already offer them, make sure you communicate them clearly — and make sure they're stored in a place where everyone knows to look. Set up communities in your digital workplace where people can have meaningful conversations about company benefits and share ideas and suggestions about how they're using them.

Believe it or not, only half of employees understand the benefits and programs available to them. So be sure to provide easy access to all relevant website links and phone numbers for both the EAP and health plans when communicating these to employees. Make sure your employees are aware of their options.

08. Actively promote employee wellbeing

Stay connected, with digital communication tools

Hybrid and remote workplaces can benefit from using virtual meeting options with video conferencing for regular check-ins and to allow teams to connect with one another “face-to-face.” Likewise, a digital workplace makes it easy to work and stay connected from anywhere. As a leader, you need to join in and be part of the conversation, don’t leave it to others.

Re-prioritize efforts regularly

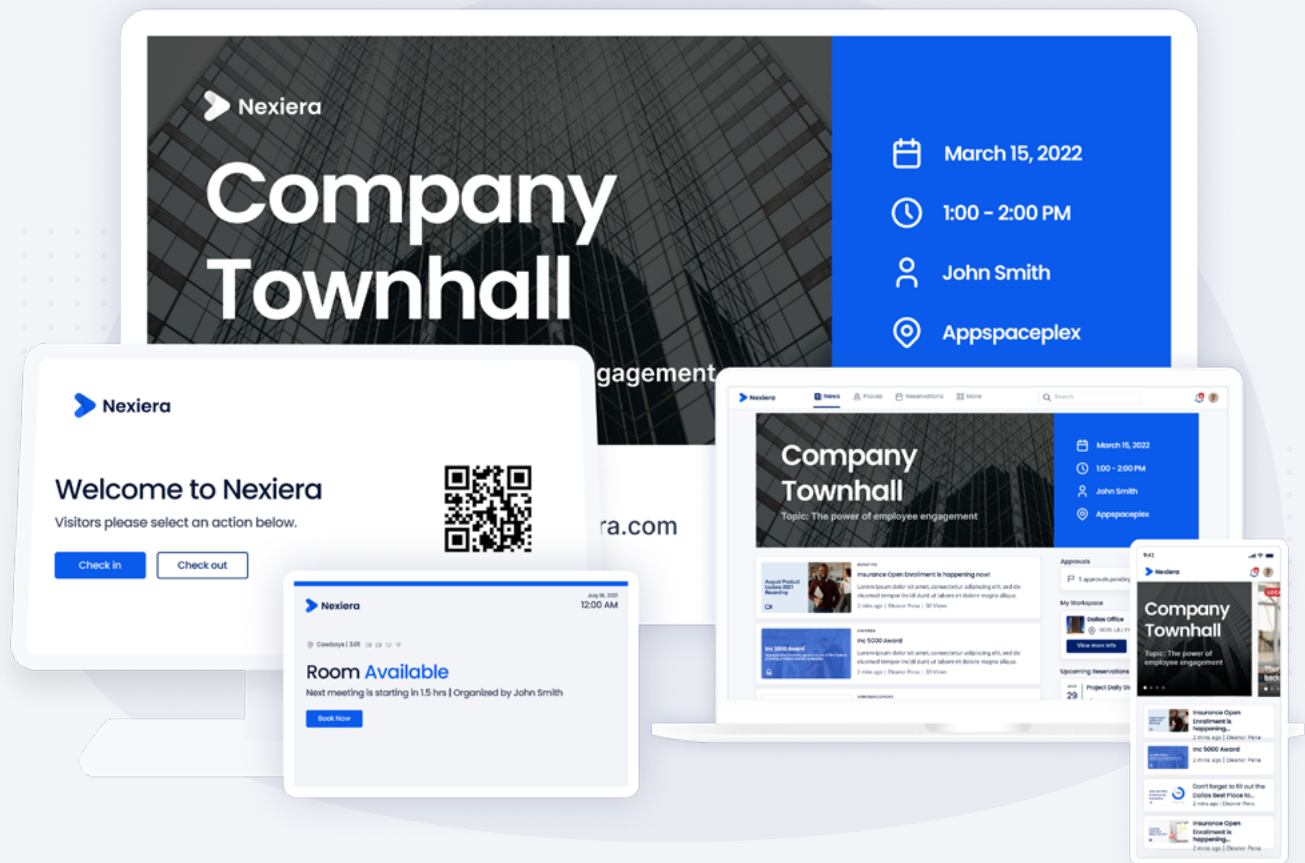
Make yourself available to your staff to talk about their mental health, answer questions and reassure them about work and anything else that may come up.

Recognize the impact of mental health

Be aware of significant changes you may see in someone’s personality or work productivity. It could be a sign that a person is struggling. You should also make sure you are encouraging managers to routinely check in with their teams — not only about their work productivity, but also to see how they are doing.

Signpost where to find helpful information

Make sure people know where to go to seek further help. Your digital workplace is a great place to offer useful information and support. Foster a community dedicated to mental health resources and raising relevant issues that affect your employees.



Employee App



Intranet



Space Reservation



Wayfinding



Digital Signage



Content & Publishing



Visitor Management

ABOUT US

Appspace is the workplace experience platform for communications and workplace management. It's the first to combine a modern intranet (powered by Beezy), space reservation, digital signage, and more – all in a single, easy-to-use platform. Now organizations can replace siloed products that are costly to integrate and unite their physical and digital workplace. More than 150 Fortune 500 companies, and 10 million on-site, remote, and frontline employees, are using Appspace to make work a more connected and engaging experience.

Learn more at appspace.com

