

At-A-Glance: Shifting from wellness to well-being

New trends in wellness

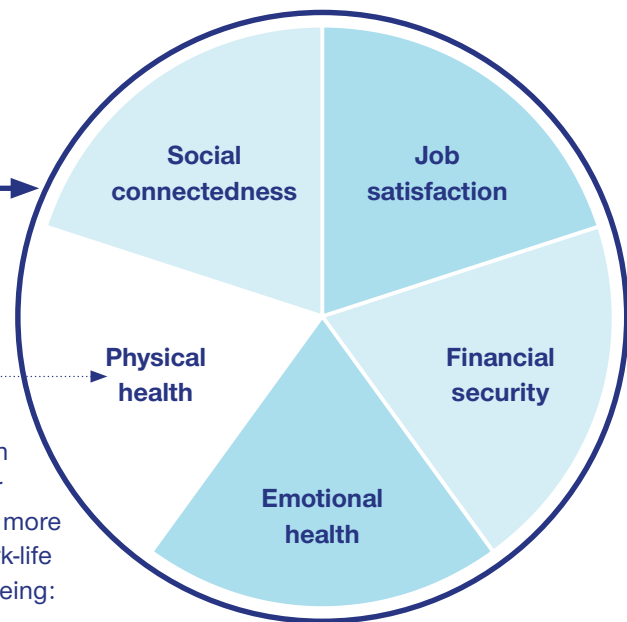
While traditional employer sponsored wellness programs primarily focus on physical health, many employers are now shifting to a more holistic approach to employee well-being, including components such as emotional health, job satisfaction, financial security, and social connectedness. Worksite wellness is ever-changing, in which it will continue to evolve overtime.

Evolution of wellness

Employee **well-being** provides a holistic approach to employee health.

Employee **wellness** focused primarily on physical health.

Evidence continues to suggest a link between employee total well-being and productivity. Research shows that employees with high well-being tend to be healthier, more productive, and higher performers. They may also have lower health care costs and are more likely to stay with their employer (more work satisfaction and work-life balance).¹ To help address this, refer to the Dimensions of well-being:



Dimensions of well-being

Social connectedness	<ul style="list-style-type: none"> • Make well-being activities and challenges group-based • Create opportunities for employees to work collaboratively
Job satisfaction	<ul style="list-style-type: none"> • Offer feedback about performance and understanding of one's responsibilities • Supportive supervisor behavior • Work environment
Financial security	<ul style="list-style-type: none"> • Debt counseling • Financial planning
Emotional health	<ul style="list-style-type: none"> • Provide stress management classes and/or mindfulness training • Offer education about mental health benefits and EAP
Physical health	<ul style="list-style-type: none"> • Promote physical activity and healthier eating • Help employees improve their sleep

By providing programs and resources that complement the various dimensions of well-being, you can create an environment for employees to find their own path to wellness.

1. Issue Brief: Seeing the Bigger Picture: Beyond Wellness to Well-being by National Business Group on Health; Seeing the Bigger Picture: Beyond Wellness to Well-being | Business Group on Health (businessgrouphealth.org); Accessed February 2022.

How to improve physical and mental well-being at work

With this shift to expand the scope of employee well-being programs, there continues to be the need to stay true to the fundamentals – namely, to create a workplace culture and environment that encourages healthy daily habits that maintain and improve overall wellbeing. Below are some ways employers can support physical wellbeing through physical activity, nutrition and caring.

Move	Eat	Care
Provide standing desks and stretching clinics	Deliver fresh produce to worksites	Offer “Mothers Rooms” for nursing moms
Host walking and standing meetings	Hire an onsite Registered Dietician	Offer educational programs on sleep
Provide an onsite fitness center and classes	Provide onsite cooking demonstrations and classes	Offer Tobacco Cessation programs and resources
Provide a fitness activity device discount program	Create guidelines for healthier food options for company meetings	Promote and incentivize preventive care

In addition to physical health, the mental health of employees is more important than ever, and it should not be overlooked. Employers can promote mental health in the workplace in several ways by taking action through employee benefits, communication, and leadership support.

Employee benefits	Communication	Leadership support
Provide EAP resources and health coaching	Reduce stigma by utilizing communication	Make mental health first aid training mandatory for company leaders and managers
Promote relaxation and mindfulness	Increase the access to mental health resources	Train managers on how to act if they see signs of substance abuse or emotional distress
Provide mental health coverage as part of the health care plan	Promote mental health benefits and community resources frequently	Encourage leaders to understand the signs of burnout