

# 7 Stages of an effective Wellbeing Strategy

## Prevention, Early Intervention and Protection

### Flexibility

Offering **flexible working patterns** can not only ensure staff are more productive, but more likely to feel less stressed and tired. What's more, statistics show that people who work from home may clock up more hours (outside normal working hours) are more positive, and are more likely to not take unnecessary time off.



### Investment

Spending money on **health and wellbeing in the workplace** is an investment in the longer term. For example, introducing healthy food in the canteen or installing bike racks to allow for those cycling to work, can encourage staff to engage in a healthy lifestyle and maintain healthy habits.

### Monitoring

**Monitor your staff and know when they're not their usual self.** Whether they're overworked, **stressed, or on the brink of an illness**, introducing measures to spot early signs and prevent this, is far better than cure.

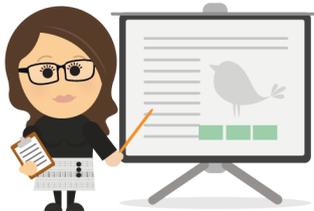


### Education

The workplace is one of the best environments to encourage a healthy lifestyle, whether **it's informative posters around the office or wellbeing seminars**, staff can take the tips they've learnt at work and implement them at home too.

### Staff Benefits

From **healthcare plans to discounted gym membership**, wellness incentives can encourage employees to take better care of their health, and in return help **increase motivation, productivity, and morale** - perfect!



### Training

**Train senior level staff members to know the signs of staff anxiety** in the workplace, and encourage them to be proactive when it comes to supporting employees who may be under pressure or feeling vulnerable.

### Lead by Example

It's all very well encouraging your employees to adopt a healthy lifestyle, but make sure it's something **you implement too** if you haven't already. Your employees **won't take it seriously if you don't**. Your health and wellbeing is just as important!

