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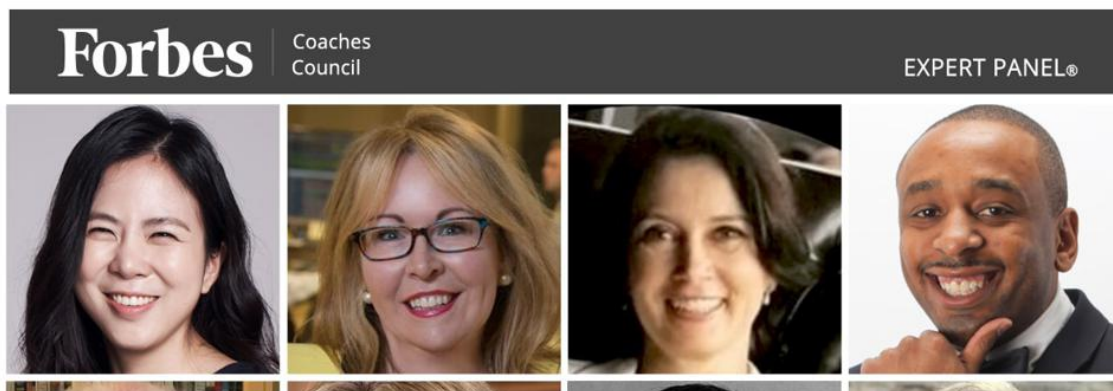
12 Unique Well-Being Initiatives That Can Positively Impact Employees' Lives



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After dealing with a global pandemic for more than a year, people are increasingly focused on health and wellness. Whether it's a new workout routine, strengthening their immune system or simply eating healthier, many are moving forward by taking better care of themselves.

Employers can fuel these new regimens by providing employees with well-being initiatives that serve their holistic health goals. Below, 12 [Forbes Coaches Council](#) members offered some unique ideas for workplace initiatives that can positively impact the lives of your employees.





Forbes Coaches Council members share unique well-being initiatives leaders can implement to positively impact employees' lives. PHOTOS COURTESY OF THE INDIVIDUAL MEMBERS.

1. Communicate Better Expectations

Communicate better expectations regarding work and well-being. You may say that this office is flexible and employees can take a vacation anytime, but what happens in practice? When leaders write late emails or ask for certain tasks to be done at the last minute, colleagues feel the pressure to work late. They end up overworking and experiencing burnout. With thoughtful, clear communication, you can prevent all of that. - [Monica Kang, InnovatorsBox](#)

2. Hold Group Sessions To Process Collective Trauma

We have been through a collective trauma. It will take time to fully process. Not only has work been upended, but we have suffered real health fears. Many lost loved ones or were sick. As employees gather together again, it may be helpful to hold group sessions to help everyone make the transition, which could include individuals symbolically throwing their masks away or sharing lockdown

stories. - [Darlene Murphy, Coachworth, LLC](#)

3. Invest In Communication Training

Our success, health and well-being depend heavily on how well we are able to communicate with each other. With a better understanding of communication processes, practices and the application of science-based knowledge, quality communication training can add great value to your company. This improves collaboration, sales and work processes, as well as the emotional and mental well-being of employees. - [Sharesz T. Wilkinson, The Speech Improvement Company](#)

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4. Teach Employees How To Build Wealth

You can help relieve their financial stress by teaching your employees how to build wealth. This doesn't just mean showing them how to retire but also how to value assets over liabilities and cash flow over cash. - [Mike Ambassador Bruny, No More Reasonable Doubt](#)

[Forbes Coaches Council](#) is an invitation-only community for leading business and career coaches. *Do I qualify?*

5. Create Reassuring Experiences

We need to keep it simple. It's about bringing people and teams together to reconnect, look at each other face-to-face, tell stories and share experiences of living through the pandemic. It's about redefining who we are moving forward. Our frameworks and terms of reference have been shaken. People need reassurance. Above all, it's about creating experiences that capture hearts and minds. -

[Luis Costa, Luis Costa - coach · facilitator · speaker](#)

6. Encourage Movement During The Work Day

Walking and other types of movement make a difference for the health and well-being of employees. People often sit in offices for meetings when they could have the same conversation walking around the building, on the grounds or in a nearby park.

Networking while moving can also be powerful. There are many ways to work and get the physical and emotional benefits of movement at the same time. - [Susan Madsen, Jon M. Huntsman School of Business](#)

7. Plan A Health And Wellness Day Each Month

Surprise your employees with a health and wellness day each month. Have a dedicated day where employees can switch off and just look after themselves. Bring in specialists to give talks on nutrition, sample healthy foods, run classes, lead meditation, mindfulness or yoga sessions and even give employees massages to relieve stress. Just as customers like to be “surprised and delighted,” so do your employees! - [Kevin Kan, Break Out Consulting Asia](#)

8. Make Changes That Create More Balance Permanent

Show that some positive changes have been made permanent. I know some companies are now essentially forcing people back into the office so that they can “get back to normal” as fast as possible. How about creating a balance? Find ways to keep people happy by allowing more flex time for sick days, creating a hybrid office environment and implementing the best developments of the pandemic era rather than ignoring them. - [John M. O'Connor, Career Pro Inc.](#)

9. Deliver Customized Mental Health And Wellness Programs

With so much data and supporting evidence, we need to institute a customized mental health and wellness program to support talent across the organization. Companies focused not only on creating improved, robust mental health services but also on tailoring them to each individual are increasing more than just overall well-being and engagement. They are also increasing performance and retention. Win-win! - [Izabela Lundberg, Legacy Leaders Institute](#)

10. Communicate That It Is Okay To Feel The Way They Do

More than ever, health and wellness are so critical now, post-Covid. What can companies do to get ahead of this? I think messaging is crucial. One has to let people know that it is okay to feel the way they do: let down, burned out and sometimes a bit traumatized. The more that we communicate that this is okay, the better! Then, follow up with programs, tools, assessments, etc. - [Ash Varma, Varma & Associates](#)

11. Implement A Human Capital System

Implement a human capital system that provides social programming and supports recognition, development, higher levels of connection and gratitude. When optimized, this type of program unites people, creating an atmosphere of camaraderie, collaboration and trust. It ignites a culture of appreciation, resulting in positive impacts in terms of retention, engagement, performance and building a sense of belonging in employees. -

[Lori Harris, Harris Whitesell Consulting](#)

12. Undertake A Mindfulness Initiative

Undertaking a mindfulness initiative would be beneficial to employees. Creating awareness around and paying attention to the positive elements of life are essential steps in supporting employees who may be facing challenges as a result of this pandemic. Access to information, training and even coaching on mindfulness would help employees and their family members as well. - [Purdeep Sangha, Sangha Worldwide](#)

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