

ENHANCE WELL-BEING AND ENCOURAGE EMPLOYEES TO MAINTAIN GOOD HABITS

AUTHORS

Erin Coupe, Founder of Authentically EC
Lori Thomas, Member Education Manager, WELCOA

Companies that prioritize well-being are going to benefit economically by increased levels of engagement and productivity as well as a heightened level of respect from employees. For those companies that manage the pandemic responsibly, and innovate during this time, their brand strength may also greatly benefit.

Many people have either adopted new or strengthened existing healthy habits while working out of their homes. These healthier habits are stemming from employees having access to their full kitchen for meals and snacks and getting in activity before, after, or even between work tasks during the day. Encourage management to talk with their teams about their own new habits and ask their employees for feedback on what has worked well for them during this time.

MAXIMIZE NEW HABITS

Even if people are back in the physical workspace, they are not going to be ready for 9-5, five days a week for quite some time. They need space to continue to live the new life they have started to be accustomed to. Any new habits they have built will be difficult if they feel pressure to be more productive or more visible at work. Encourage your employees to continue onward with the new habits and positive aspects they set out to do during stay-at-home. Just because the physical workspace is reopening does not mean life goes back to the way it was. In fact, any positive changes picked up during this time will only serve your people to be more fulfilled and content with their work going forward.

PROVIDE PERSONAL GROWTH OPPORTUNITIES

People are always seeking ways to be more educated, to grow, to learn new things and evolve their mindset. The rinse-and-repeat lifestyle (or 'the grind') as some see it can be monotonous. During this transition time, give people inspiration and opportunity to develop more inner awareness and emotional intelligence. These kinds of opportunities enhance well-being as they ultimately affect a person's mindset, or psyche. When your employees learn tools for self-awareness and resilience, they feel more confident and less fearful, as well as excited to actively participate in their own evolution. Leaders can bring in virtual speakers or workshop hosts, arrange a wellness related guided meditation or sound healing session, etc.

SHARE RESOURCES

During the stay-at-home order many people found their way to educational resources whether it be online courses, webinars, podcasts, books, articles, etc. that were extremely beneficial to them emotionally and mentally. For some, they started to cook whereas they may have not done so in the past. Others may have taken on a challenge to lose weight or stop a bad habit like smoking. The tools and techniques that people learned during these 10-12 weeks could be very helpful to others. Create a forum where your employees can share the new habits they built or the old habits they broke. Make it fun by celebrating or acknowledging people!