

Employee wellbeing

a comprehensive guide for organizations'
leaders and HR personnel's



Stress is the global health epidemic of the 21st century

World Health Organization.

In modern work culture, people often work under high-pressure environments. As a result, burnout and stress have become common issues.

- ✔ Every year the GCC loses at least 37.5 million productive days due to mental illness, equivalent to \$3.5 billion
- ✔ Expected to rise to: \$6 trillion annually by 2030



61%

61% Of employees
suffer burnout



55%

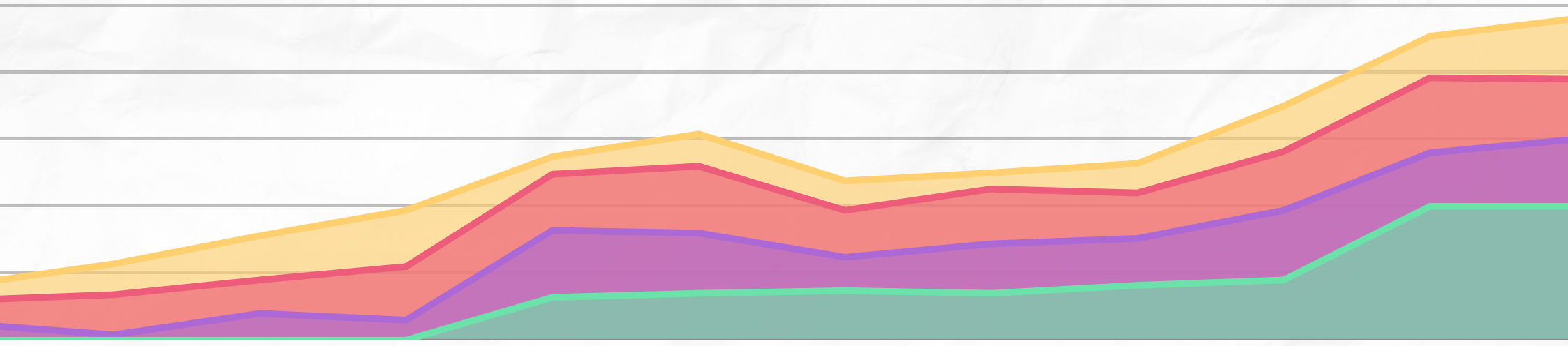
Anxiety and stress
account for 55% of sick
employee absence days



Research has shown that working for more than **55** hours per week is linked with an increased risk of developing strokes, anxiety, depression, and overall health deterioration.



**What would happen if
work stress keeps
increasing?**





A **burnout** epidemic!

Burnout is a psychological response to chronic work stress, characterized by feelings of exhaustion.

Unlike the high-intensity experience of stress, burnout makes people feel depleted -feeling that the joy has been sucked out of work and life.





77%

**of people experienced burnout at their
current job**

69%

**felt their employers weren't doing
enough to prevent or alleviate burnout.**

Are you suffering in a **VUCA World**?

V

Volatility

is rising as the rate of change - and the number of things changing— increases in every industry.

U

Uncertainty

hangs over life and work as the most predictable outcomes seem to be the only things that never happen.

C

Complexity

keeps ramping up as our work becomes more interconnected, collaborative, and software-dependent.

A

Ambiguity

adds a smokescreen of confusion to it all. It's hard to say what's expected of us today, never mind next week.

What if you **IGNORE** it?

Presenteeism!

“Tired, unmotivated and unwell employees who attend work regardless of how bad they feel” It is an increasingly common issue that affects all types of workplaces.

The cost of presenteeism is high, as not only does it cause productivity to drop, costing employers money, but it also adversely impacts workplace morale, health and safety and the wellbeing of employees.

While living in these conditions may sometimes feel exciting, it can undermine our wellbeing.

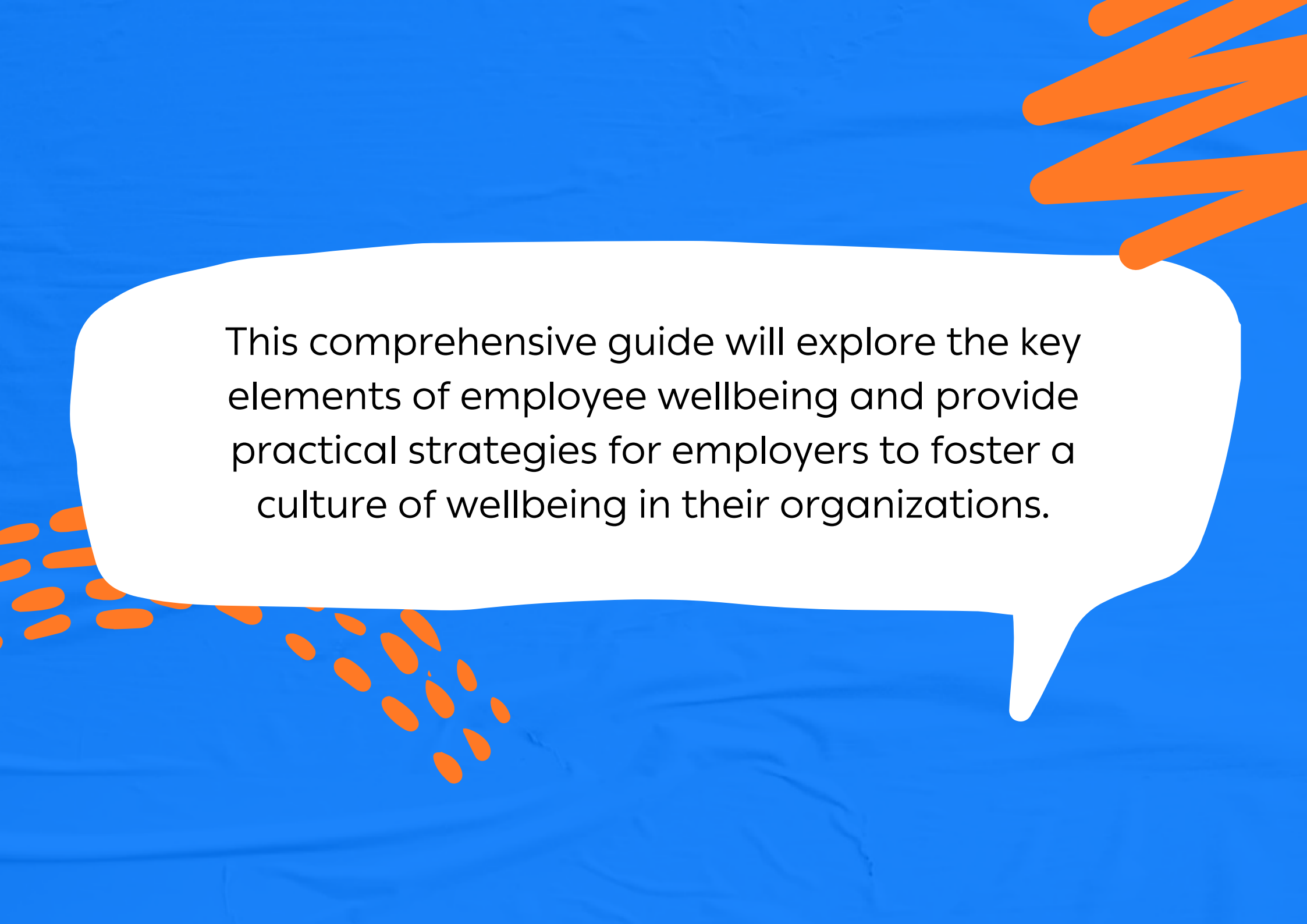
Suppose you are an HR leader or a people manager at any level. In that case, it's increasingly essential to consider wellbeing when you think about everything from hiring, coaching, and mentoring to policies, benefits, internal comms, performance reviews, and employer branding.

So, what is wellbeing?

Employee wellbeing

is crucial to creating a healthy and productive work environment. When employees are physically, emotionally, and socially well, they are more engaged, motivated, and better equipped to handle workplace challenges.





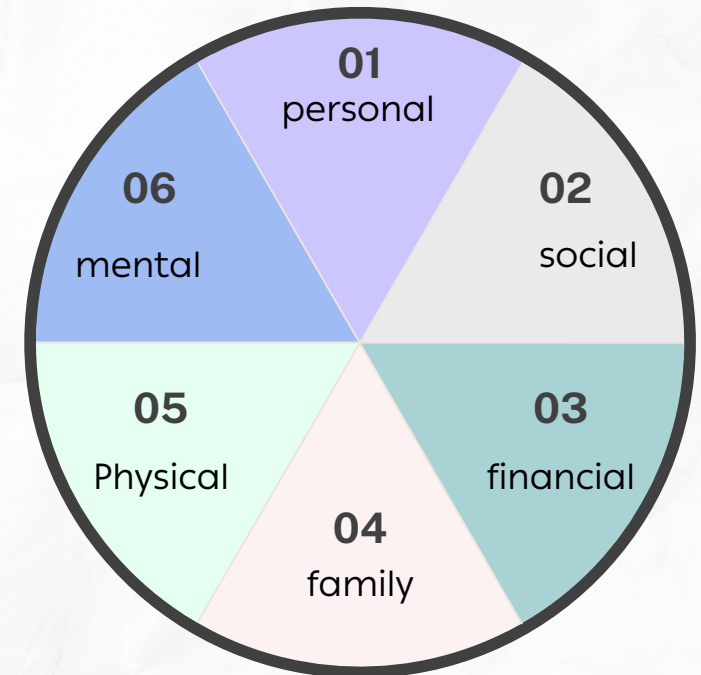
This comprehensive guide will explore the key elements of employee wellbeing and provide practical strategies for employers to foster a culture of wellbeing in their organizations.



1: Understanding Employee wellbeing

What is Employee wellbeing?

Employee wellbeing refers to the overall health, happiness, and satisfaction of employees in the workplace. Employee wellbeing goes beyond merely physical health and extends to encompass mental and emotional aspects, creating a holistic approach to the overall welfare of employees.



The Metrics of Employee Wellbeing

Gallup, an American analytics and advisory company, determined that employee wellbeing comprises five elements:



These elements inevitably translate to working life.



The Importance of Employee Wellbeing

The top three benefits of investing in employee wellbeing:



The 2020 Health and wellbeing At Work Survey (from The Chartered Institute of Personnel and Development)

Importance of Employee wellbeing in the Workplace:

There are many shreds of evidence that employees with healthy wellbeing have:

1

Enhanced
Creativity and
Innovation

2

Better Team
Dynamics

3

Reduced Stress
And Burnout

4

Attraction and
Retention of top
Talent

5

Enhanced
Productivity

6

Reduced
Absenteeism

7

Higher Employee
Engagement

8

Improved Job
Satisfaction



Focusing on mental health in the workplace is no longer optional. It's essential for companies to prioritize this if they want to retain their employees and increase productivity and growth within the organization.

Would you like to help?

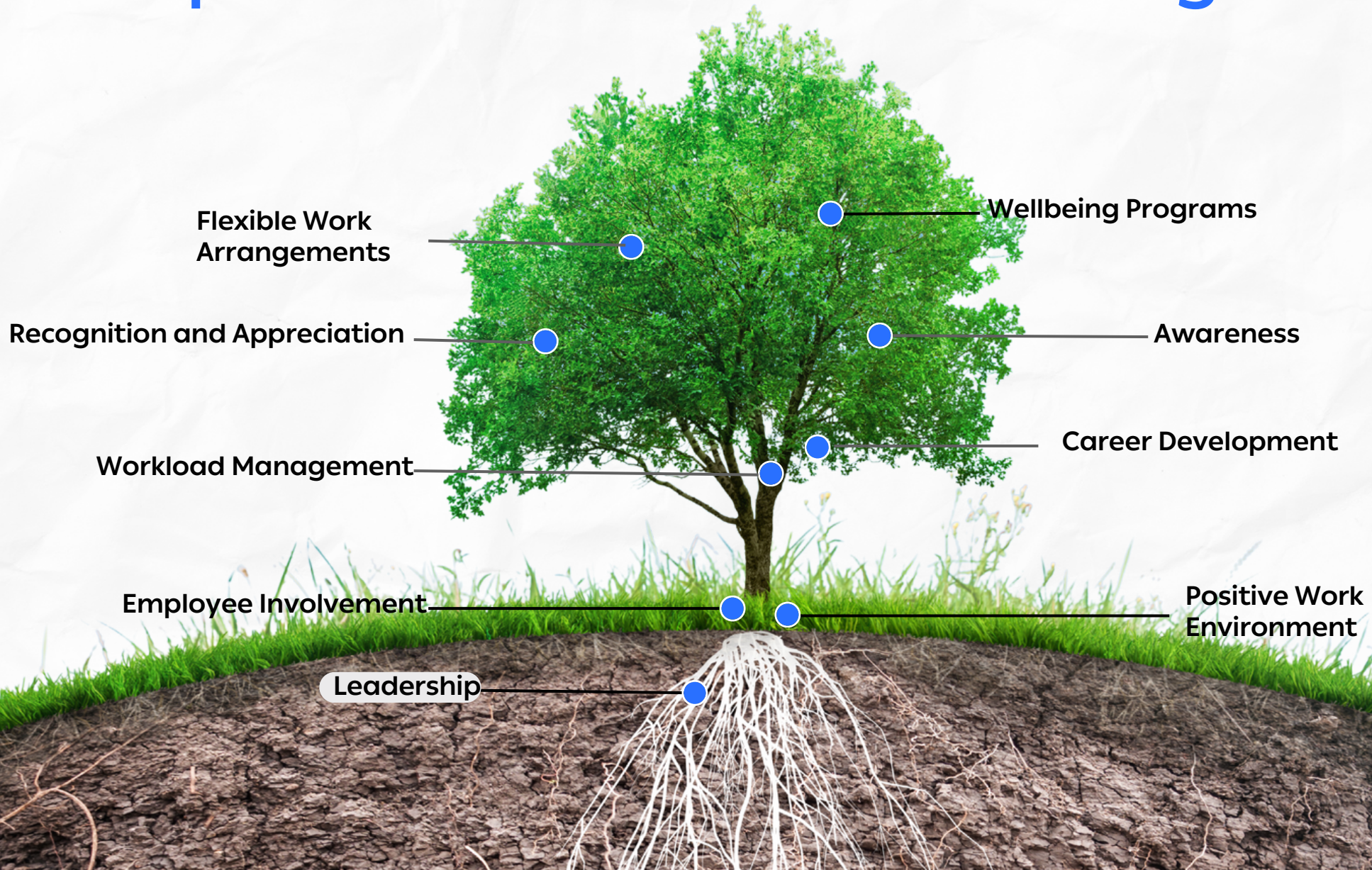
10 strategies that can help you improve your wellbeing while at work.



1- Get senior leaders on board.

They play a crucial role in progressing the mental health agenda within organizations. Colleagues take cues from how leaders behave.

How can an organization promote a culture of wellbeing?





2-Raise awareness of mental health.

In many workplaces, mental health is the elephant in the room. Too often, employees are scared to talk to their manager, and problems can spiral. Your action plan should aim to raise awareness of mental health.



3- Involve Employees

- Encouraging employee feedback and involvement in wellbeing initiatives through focus groups, surveys, and suggestion boxes.
- Empowering employees to take ownership of their wellbeing by offering self-assessment tools and resources.

10 ideas to Encourage Employee Feedback & Involvement in Wellbeing Initiatives

1

One-on-One Check-ins

- Managers check-in with team members.
- Discuss individual wellbeing needs and support.

2

wellbeing Challenges

- Acknowledge employees actively involved.
- Recognize contributions publicly.

3

wellbeing Resources Hub

- Create centralized online hub.
- Provide resources and educational materials.

4

wellbeing Idea Contests

- Host competitions for innovative ideas.
- Reward best suggestions.

5

Feedback after Events

- Gather feedback after wellbeing events.
- Evaluate impact and gather insights.

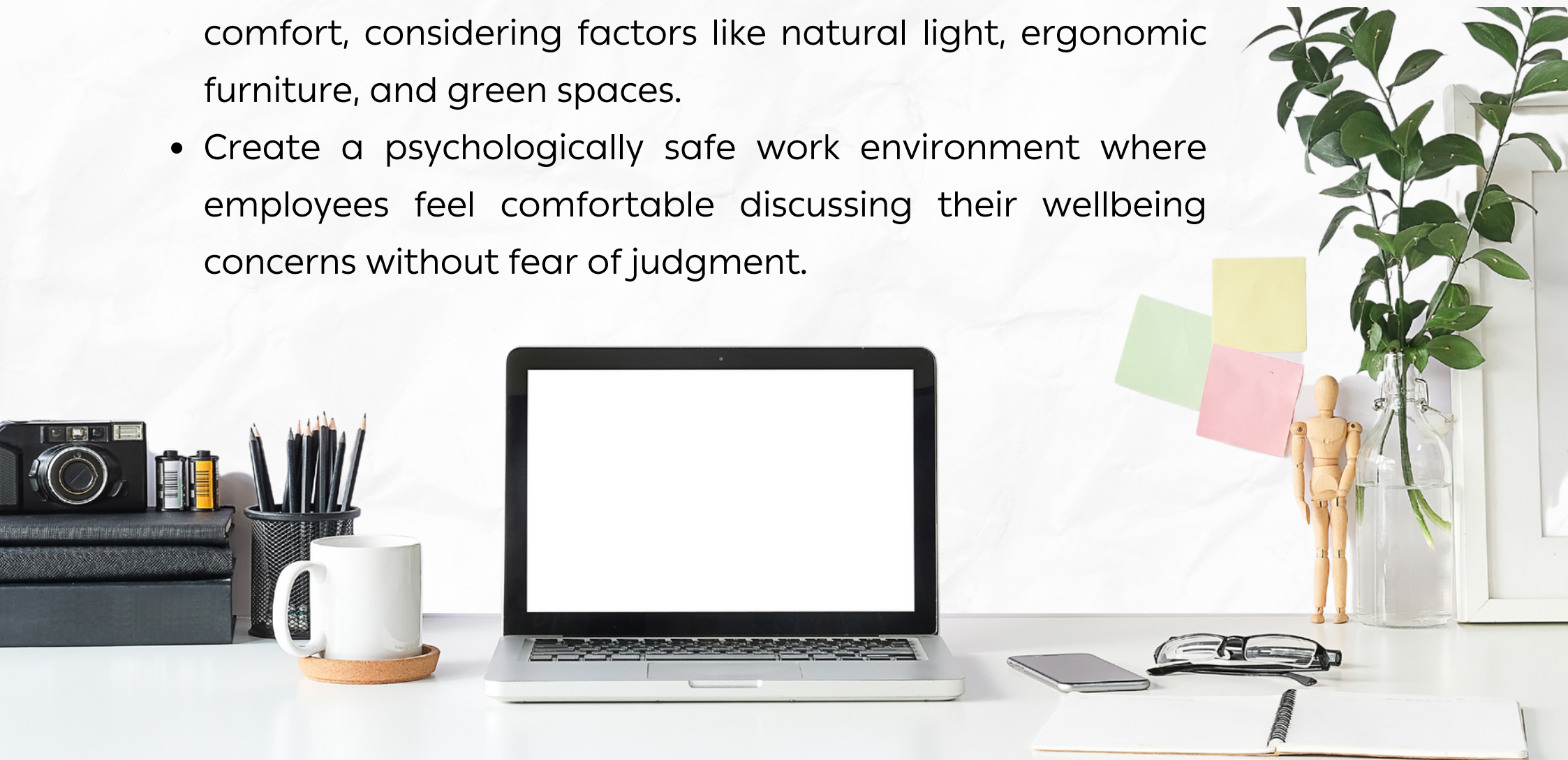
6

Personalized wellbeing Plans

- Offer individualized wellbeing plans.
- Empower employees to choose relevant options.

4. Enhance the Work Environment

- Design a physical workspace that promotes health and comfort, considering factors like natural light, ergonomic furniture, and green spaces.
- Create a psychologically safe work environment where employees feel comfortable discussing their wellbeing concerns without fear of judgment.





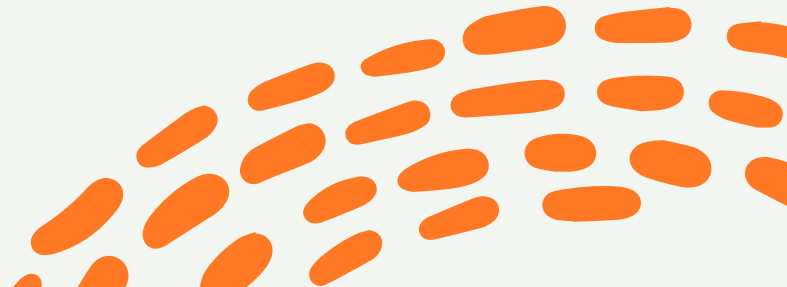
5: Nurture Emotional and Social Wellbeing

- Providing emotional intelligence training for employees and leaders to enhance communication and empathy.
- Encouraging self-awareness and emotional regulation to manage workplace stress and conflicts effectively.





6: Organize Team Building Activities

- Organizing regular team-building exercises to foster positive relationships, collaboration, and trust among employees.
 - Celebrating achievements and milestones as a team to boost morale and a sense of camaraderie.
- 



7: Recognition and Appreciation

- Recognize and appreciate employees' efforts and contributions to reinforce a culture of gratitude.
- Offer regular feedback and rewards to acknowledge exceptional performance and motivate employees.





8: Career Development and Wellbeing

- Provide access to training and skill development programs to support career growth.
- Encourage employees to set personal development goals and create individual career plans.





9: Workload Management

- Ensure manageable workloads and set realistic expectations for employees to prevent burnout.
- Promote time management and prioritization skills to help employees balance their professional and personal responsibilities.





10: Measure and Evaluate Wellbeing Initiatives

- Conducting regular employee surveys to assess wellbeing, job satisfaction, and engagement levels.
- Gathering feedback to identify areas of improvement and measure the effectiveness of wellbeing programs.





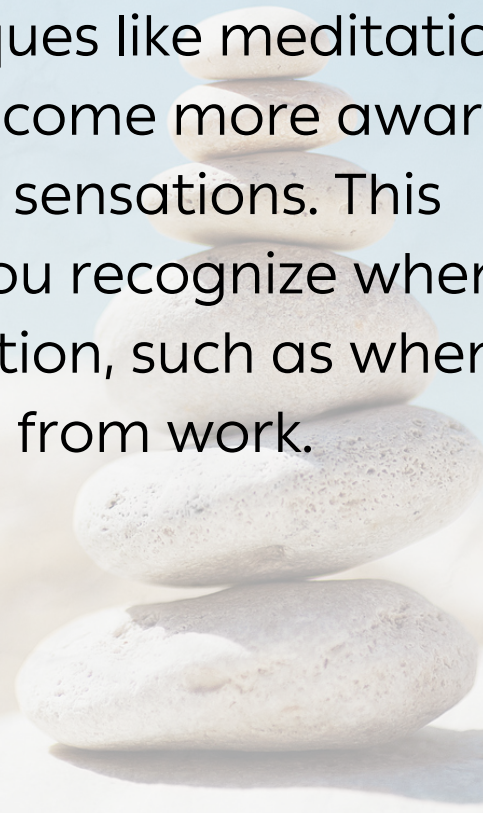
Metrics and Key Performance Indicators

- Identify measurable KPIs to evaluate the impact of wellbeing initiatives on organizational performance.
- Analyze data to make informed decisions and adjust strategies as needed.



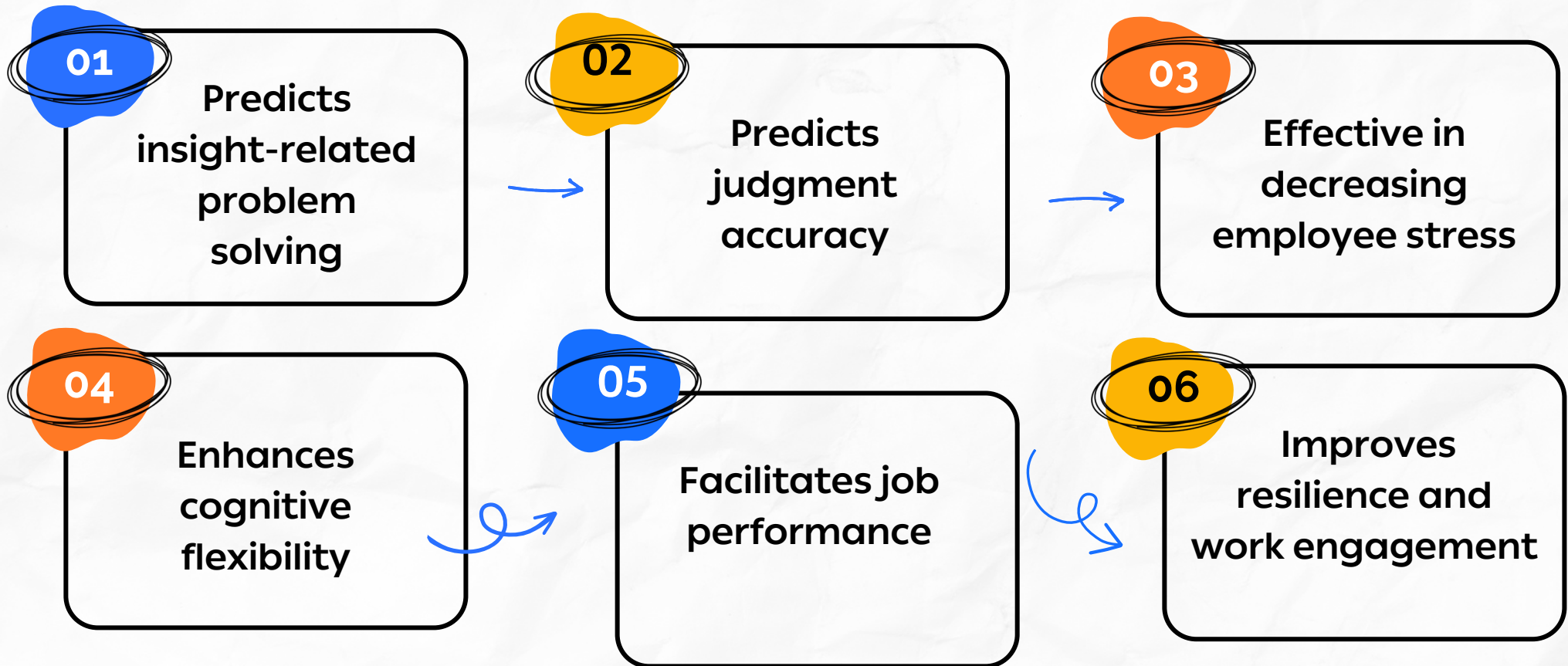
Encourage Meditation to Improve Wellbeing

By practicing mindfulness techniques like meditation or breath awareness, you can become more aware of your emotions and physical sensations. This increased awareness can help you recognize when you might be resisting taking action, such as when your hunger distracts you from work.



Proven benefits of practicing

Mindfulness

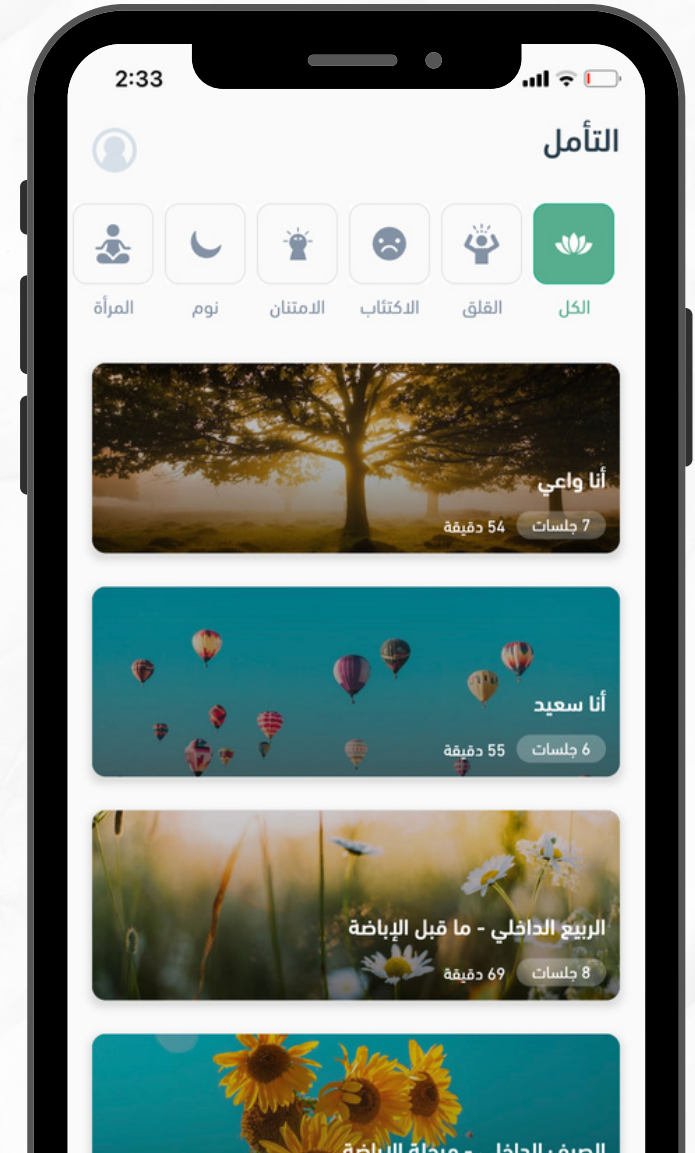


Offer your employees unlimited access to Nafas

A comprehensive content library to help your employees:

- Increase focus and productivity
- Relieve anxiety and stress
- Improve the quality of sleep
- Balance between work and life

[Request Demo Today](#)





Provide Mental Health Support

- Establish a supportive culture that encourages open conversations about mental health issues.
- Offer confidential mental health resources, such as Labayh Business consultations and workshops.

[Request Demo Today](#)





Empower your team with professional counseling and coaching services.

Labayh Business offers personalized consultations to assist your employees in overcoming challenges they may encounter both in and out of the workplace.

Personal
Development
Coaching

Mental Health
Consultation

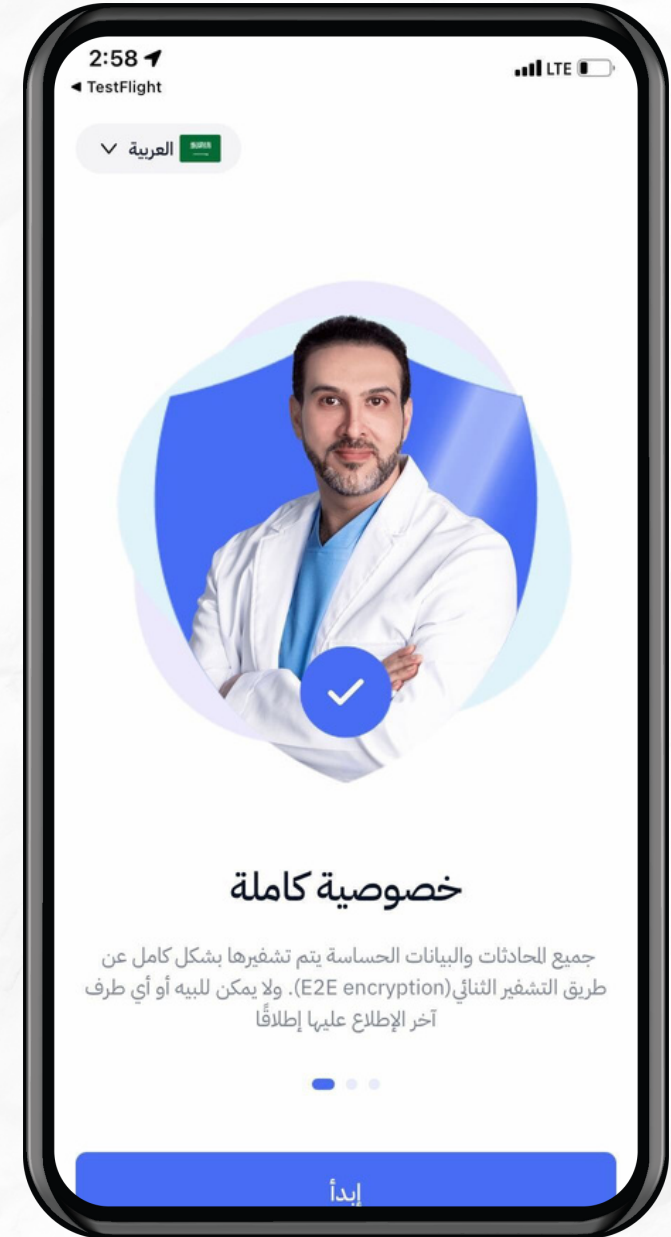
Social
Wellbeing

financial
consultancies

family affairs
Consultation

Fitness &
Nutritional
Coaching

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