**Workplace wellness is a win-win: here’s why**

For most of us, a large chunk of our time is spent at work. In fact, in any given week, we spend about 40% of our waking hours working. So, it’s important that our working environment is a healthy one.

*Enter workplace wellness.*

Workplace wellness is all about the plans and programmes in place to promote the overall health and productivity of you as an employee. It looks at many different parts which make up health holistically: physical, mental, emotional, financial and social wellbeing.

**Why does this matter?**

Workplace wellness is no longer just a “nice-to-have” but a key part of a successful and sustainable business. Let’s unpack the benefits of workplace wellness, of which there are many.

The ultimate goal is to create a healthier and more engaged workforce. Why? Research shows that this increases job satisfaction, reduces absenteeism and improves performance. Results from our Vitality UK initiative ‘Britain’s Healthiest Workplace’ found that employees in good health are more productive than those in poor health, are better motivated at work and more resilient to change[[1]](#footnote-1).

This is a great outcome for both employees and employers.

A win-win.

**Happier, healthier humans**

The perks of workplace wellness go beyond productivity. By helping employees lead healthier lifestyles, manage stress, stay physically active and eat well, your company helps to create a positive culture which attracts and retains top talent. Something many organisations strive for.

These healthy habits – like how to save more money, eat healthy food or meditate – can spill over into an employee’s personal life too, influencing them, their families and even the broader community in positive ways[[2]](#footnote-2).

Some workplace initiatives that have proved successful include healthy canteens with subsidised meals, free financial literacy courses, support centres, health screenings and gym memberships.

**Address the stress**

Daniella Freinkel, Head of People at Vitality Global, says that businesses should be moving much more into the realm of better understanding, and prioritising, mental health. Wellness programmes can play a helpful role here – especially to reduce the risks of stress and burnout. These are two of the top global workplace concerns that urgently need to be addressed.

Here are some of our top tips to include workplace wellbeing at your company. These are strategies you or your manager can help implement for great results.

**TIP 1: Active breaks.** Set an alarm to go off every 60 minutes: when it does, get up to stretch, walk around a bit and drink some water.

**TIP 2: Team activities.** Connect with your colleagues in fun ways, like having a healthy lunch together, going to the movies or organising a short hike. This can help build healthy work relationships and create a supportive environment.

**TIP 3: Mindfulness.** Start the day off with a 5-minute meditation session – either as a team or by yourself. This will help you to focus and better manage your stress levels.

*For more information about Vitality’s evidence-based approach that encourages and rewards members for healthier living, visit the*[*Vitality Global*](https://www.vitalityglobal.com/)*website.*

1. Vitality UK. 2022. Britain’s Healthiest Workplace. [Link](https://www.vitality.co.uk/business/healthiest-workplace/findings/). [↑](#footnote-ref-1)
2. Johns Hopkins Bloomberg School of Public Health. 2015. Workplace Wellness That Works. [Link](https://www.transamericainstitute.org/docs/default-source/jhu/from-evidence-to-practice---workplace-wellness-that-works.pdf?sfvrsn=dcbd5e9b_32). [↑](#footnote-ref-2)