

24 TIPS FOR IMPROVING ORGANIZATIONAL SUPPORT

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it's totally possible.

It's easy to talk about organizational support. But how can you truly encourage well-being improvement at every level?

Here are practical ways you can elevate your authentic commitment to employees.



MANAGER SUPPORT

Managers don't always understand how to talk with their employees about well-being. Educate all managers (even those with only one direct report) on how they can support improvement.

- Provide clear instructions for managers on how to talk with employees about well-being and how to overcome hurdles
- Be a role model for well-being improvement by taking daily stress breaks and setting personal goals
- Send frequent messages of support and encouragement (like thank you cards or recognition during team meetings)



TEAM/PEERS

An employee's teammates are valuable resources (and cheerleaders) for well-being support.

- Encourage employees to connect socially, recognize achievements and cheers each other on
- Spark friendly competition and build community through team-based challenges
- Share supportive comments and success stories across the organization



SOCIAL NETWORKS

Formal and informal social networks can provide great support for well-being improvement.

- Create well-being champion support networks
- Find ways to connect employees across business groups and locations
- Ask employees across the organization to schedule "micro-motion breaks," motivating everyone to get up and move 1-2 minutes every hour.



PHYSICAL WORK ENVIRONMENT

Small enhancements to a workspace can make a big difference in supporting employees.

- Post motivational reminders in the kitchen and common areas to encourage healthy activities
- Assess the level of focused work people can do in their work areas — is it too loud? Is there too much foot traffic?
- Provide on-site resources for well-being improvements (things like natural light, healthy snack options and common rooms)



STRATEGIC ALIGNMENT

Organizations that show a direct connection between their business strategy, people strategy and wellness initiatives will be the most likely to succeed on all fronts.

- Give an explicit reason for why well-being improvement matters to the organization
- Align wellness program design and incentives to specific business strategies
- Share data across groups focused on culture, HR, employee engagement, learning & development, volunteering, marketing and leadership



LEADERSHIP SUPPORT

Leaders highlight and define the value of well-being with their personal examples and reinforcement.

- Share a video of your executive sponsor discussing his/her sincere commitment to employee well-being
- Model positive behavior through everyday actions — like taking lunch breaks and vacations, setting tech boundaries, and actively promoting well-being challenges
- Reinforce the importance of well-being in **all** written and verbal communications



TOOLS & PROGRAMS

The well-being activities, tools, campaigns, platforms and programs that an organization invests in send a message about how the organization supports well-being improvement.

- Create a positive program that people love and want to use
- Build a well-being experience that easily integrates with all HR initiatives
- Hold leaders and managers accountable for participating in well-being programs



CULTURAL SUPPORT

Culture tells employees what's acceptable — so it needs to visibly (and authentically) demonstrate support for well-being improvement through policies and programs.

- Conduct an audit to understand how ready your organization is to support well-being
- Create tangible processes and materials that incorporate your company mission and values
- Build well-being measures into corporate policies (i.e., paid vacation time, volunteer days, on-site fitness events)