

# 5 Ways to infuse well-being into work

Employees shouldn't have to choose between work and well-being – the future of work puts employees at the center



## Infusing well-being in the flow of work

The “flow of work” refers to all the interactions and behaviors that employees engage in throughout their workday – with company, leaders, managers, the people they work with, policies and tools they use. Well-being in the flow of work enables employees to find moments throughout their workday to engage in activities that support their well-being, such as:

- Personal connections
- Organizational resources
- Seamless technology
- Culture of care

## The power of well-being

**Well-being is often seen as an outcome – Limeade believes well-being should also be something that people do.**

Providing well-being support in the flow of work can have positive results:

- Increased employee focus during subsequent job duties
- Employees are [69% less likely](#) to search for a job when they feel their organization cares about their well-being
- Increased productivity
- Successful business outcomes
- Improved resilience when faced with adversity
- Support for diverse employees
- Job satisfaction
- Higher effective commitment
- More socially responsible and sustainable behavior

Neglecting to support employee well-being can have major consequences for employees and organizations. In fact, the following negative experiences at work can have a spillover effect on an employee's home life and vice versa:

- Employee burnout
- Health complaints
- Absenteeism
- Workplace accidents
- Higher insurance premiums
- Employee turnover behavior

**Recent [Forrester research](#) shows that just 62% of workers feel as if their employers are willing to invest in their health and well-being. Companies have an opportunity to step up.**

It's up to organizations, managers, leaders and employees to prioritize well-being in their behaviors and throughout their everyday work. This means always considering the impact of organizational decisions such as roadmaps, product and service offerings, and human resources policies, on employee well-being. **All employees have a role in creating a well-being culture that supports healthy behaviors.** This culture specifically should support workplace routines and habits that include integrated well-being moments.

**A more integrated, accessible well-being approach benefits both people and business outcomes.**

## Removing barriers

Infusing well-being in the flow of work will remove barriers and increase employee well-being and productivity.

### The two major barriers to infusing well-being in the flow of work:



Lack of time in the typical work schedule



Lack of easily accessible well-being tools

Even if employees want to utilize well-being resources at work, they may not have the time or support to incorporate well-being into their workday. The integration of well-being in the flow of work removes these barriers, enabling employees to achieve the positive benefits of work well-being, ultimately contributing to overall well-being.

**Employees often report not having enough time to fully take advantage of existing well-being resources, despite 68% of employees preferring to engage in well-being-related activities at work according to LinkedIn Learning.**



## 5 tips for creating helpful well-being initiatives in the flow of work

Traditional workflows allow for very little breaks throughout the typical workday. To counteract the demands of the typical workflow, organizations should infuse well-being in the flow of work and find ways to prompt employees to do so.

### 1 Encourage employee goal setting

Goal setting has a huge impact on employee well-being. Both organizational culture and technology can support employee well-being by making goal-setting simple, repeatable and habitual. The key to successful goals? Creating habits rather than a one-time behavior. Goals will only improve well-being if they're designed with individual needs in mind – the goals that are most likely to improve well-being are those that focus on:

- Employees' unique needs
- Employees' unmet needs
- Growth & development
- Meaningful & personal impact

Encourage employees to set goals for the day or week to help focus their energy and prioritize work and well-being tasks that are most personally beneficial. For example, with technology that supports well-being in the flow of work, an employee who sets a goal to practice a more positive outlook could get a nudge to take time and practice gratitude during their workday.

### 2 Improve role clarity and remove pain points for employees

Design an employee's schedule, roles and responsibilities with well-being in mind. Start with job descriptions. For all employees regardless of role, job descriptions should ensure that the workload and tasks prioritize well-being. This also means managers and HR must continuously support well-being in employees' roles by ensuring workloads are reasonable, checking in with employees, and allowing flexibility and autonomy whenever possible for employees. If you can, allow employees to "job craft" – let employees choose what work they do and how they do it. Job crafting can remove ambiguity, which in turn improves well-being and lowers turnover.

In addition to improving role clarity, managers and organizations can support well-being by removing pain points for employees such as:

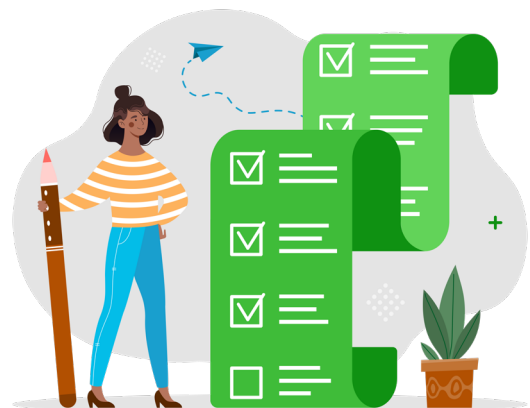
- Multiple channels of communication
- Silos
- "Old ways of working" that make the job harder or more frustrating
- Larger community and national or global events

Managers can relieve pain points by listening to employees and providing flexibility.

### 3 Infuse well-being into policies and processes

Incorporating well-being in workplace policies, processes and company culture has become increasingly important for organizations as the nature of work, the workforce and the workplace continue to change. Employee health and well-being can be affected by stress, job control, conflict and lack of organizational support to name a few. Policies and processes within organizations help manage these factors, and ultimately influence the following:

- A healthy physical work environment – noise, climate, lighting and safety of the workplace
- Mental and physical well-being of employees – attitudes, values, beliefs and daily practices
- Personal health and holistic well-being resources – health services, information, resources, opportunities, flexibility and other support to motivate employees' efforts to improve or maintain healthy lifestyles



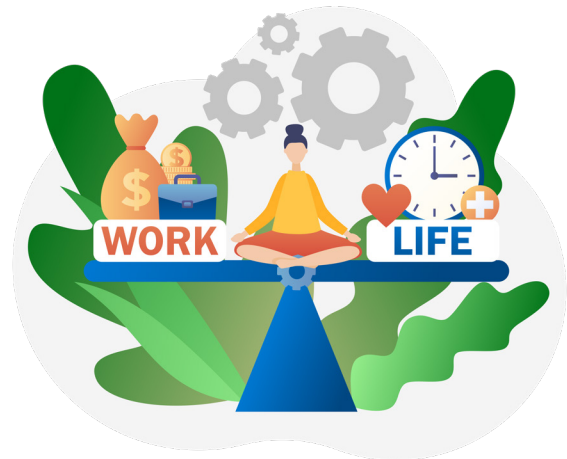
## 4 Support well-being ownership with tools and resources for diverse employee needs

Organizations investing in employee well-being need to provide tools and resources so that employees are effectively supported while focusing on their personal well-being needs. This means setting employees up for success to own and direct their own path to well-being. Ask employees what areas of well-being they want to focus on — do this through surveys focused on learning employees' top resources that help support their well-being, such as:

- Time off for exercise
- Ergonomic office equipment
- Hybrid or remote work options
- Employee assistance programs (EAPs)

**Less than 6 out of 10 employees say their company embeds well-being into the workplace culture and people's jobs, according to Deloitte.**

Once you have these focus areas defined, HR leaders can leverage easily integrated technology like Limeade to nudge and track progress while employees are building healthy habits.



## 5 Create a culture of well-being with leadership support and employee listening

Culture change can be a challenge — but now is the ideal time to evolve company culture to better support employee well-being as the desire for well-being at work continues to increase among employees. There are a few crucial steps to help pave the way for a culture of well-being, including:

- Design and implement an employee listening strategy — surveys, interviews, manager 1:1s
- Share the results and strategy for improving employee well-being with all employees
- Enlist leaders and managers to communicate and support well-being initiatives

## How Limeade can help

Infusing well-being in the flow of work will remove barriers and increase employee well-being and productivity. Well-being practices will vary between organizations, but the desired goal, for all employees to feel good and to live with purpose, remains the same.

No matter what device, time zone, language, shift, or wherever your “office” is, Limeade infuses small in-the-moment reminders and nudges throughout your day with personalized communications, interactive social feed and gamification. By integrating well-being into the work tools employees use every day such as Microsoft Teams, Microsoft Viva, Sharepoint and more — you can boost connection, awareness and engagement.

Learn more about how Limeade can help infuse well-being into your work. Request a demo today.