

LifeSpeak Inc.



20 Practical Strategies to Create a Culture of Wellbeing



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How can leaders create an environment where every employee can thrive?

It all starts with **organizational wellbeing**.

By building systems, policies, and leaders that promote a culture of wellness, companies can create a foundation that supports every employee, and the organization as a whole.

Consider sharing this guide with your leadership team and department managers to discuss potential areas for improvement across divisions and roles.



We've included a **printable checklist** at the end so you can assess your current efforts and decide what to focus on next!

Cultivate a Welcoming Environment

1 FOCUS ON INCLUSIVITY

To truly support staff wellbeing, employers must recognize that not everyone experiences the world in the same way. This includes people with different physical and mental abilities, as well as employees who are neurodiverse or have other invisible differences that can impact their way of experiencing the workplace. Rather than a one-size-fits-all approach, companies should make it a priority to learn about diverse needs and make appropriate accommodations to ensure the workspace is welcoming and comfortable for all. Simple adjustments like providing noise-cancelling headphones, dimmable lighting, fidget toys, or alternative communication methods allow people of all abilities to comfortably thrive. Promoting understanding and inclusion not only prevents exclusion and burnout – it also encourages new perspectives and innovation by capitalizing on everyone’s unique talents. An environment where all employees feel seen and valued is key to overall wellness.



“Individual differences are assets to organizations, not obstacles. Think about the idea of authenticity: living beliefs, values, and truths, not only on a personal basis but ensure that they coincide with organizational values. The result is we get a more inclusive workplace where everyone is treated with dignity and respect and each and every person deserves that treatment.”



From the LifeSpeak Inc. video series “Let’s talk about racial discrimination”, by Renée Bazile-Jones, LifeSpeak Inc. expert and Diversity and Inclusion expert.



“Studies show that diverse teams outperform non diverse teams by 35%. So clearly representation matters.”



From the LifeSpeak Inc. video series “Hiring and talent management practices for an inclusive workplace” by Siobhan Calderbank, LifeSpeak Inc. expert and Organizational Change Expert/DEI Strategist.

2 PUT DEI FRONT AND CENTER

Considering the lived experience of different demographics in your organization such as race, sex, age, as well as cultural backgrounds or even whether they are an immigrant, is one of the first steps to building an inclusive culture. When people feel seen and respected for their diverse identities, wellbeing improves greatly. Companies cultivate this by examining hiring practices, policies, and culture through an equity lens. Training programs can play a role in highlighting unconscious biases while promoting appreciation for varied backgrounds, abilities, and perspectives. Support groups can also play a significant role in uplifting underrepresented voices, providing a platform for employees to share their experiences and perspectives. Additionally, healthcare benefits that affirm all gender identities and sexual orientations help create a more inclusive workplace. An inclusive workplace where everyone genuinely feels they belong facilitates growth and innovation on both individual and team levels.

3 ENCOURAGE CONNECTIONS WITH COLLEAGUES

By prioritizing social connections, organizations cultivate a sense of belonging and camaraderie, contributing to overall employee wellbeing. Companies can create initiatives that encourage social interactions, both in-person and virtually. Regular team-building activities, social events, and group projects not only strengthen bonds but also combat feelings of loneliness and isolation. Especially in remote or hybrid workforces where people feel more isolated from colleagues. Establishing mentorship programs and peer support networks can also provide avenues for employees to seek guidance and build meaningful relationships. Social communities and optional activities promote bonding beyond tasks, which is important for combating loneliness in uncertain times.



“Employees with a high belonging score are connected to outcomes like employee retention, feelings of equitable treatment, and an openness to recommend the company as a great place to work.”

From “Belonging: The Antidote to Quiet Quitting and Better Mental Health” (LifeSpeak Inc. and Lifehouse Research and Advisory wellbeing study)

The inclusive perspective on wellbeing at work

Employees who say they don't have a supportive manager are **twice as likely to leave in the next 30 days.**

Frontline workers are four times more likely to have plans to quit their job if they don't have a supportive manager.



Men are 30% more likely than women to say they are comfortable discussing health and wellbeing at work.

Women are 30% more likely to say their company doesn't have a culture of health and wellbeing.

Employees of color are 50% more likely to be using employer-provided wellbeing resources on a monthly basis.



Women of color are 22% more likely to have thought about quitting their job in the last 18 months due to mental health and wellbeing reasons.

Working mothers are 3x more likely to be uncertain about talking about mental health in the workplace.

Source: Belonging: The Antidote to Quiet Quitting and Better Mental Health (LifeSpeak Inc. and Lifehouse Research and Advisory wellbeing study)

4 UNDERSTAND EMPLOYEES' DIVERSE NEEDS

Meeting employees where they are in their life is essential. This means recognizing and accommodating a variety of needs. Individual needs vary significantly depending on life stage and circumstances. For example, early career employees may benefit most from mentorship opportunities and learning resources tailored to Gen Z. Those nearing retirement likely have stronger needs for financial planning tools and age-appropriate fitness programs. Employees returning from leave may require wellness check-ins and support smoothly transitioning work responsibilities. Others may be dealing with major life changes like menopause, health issues, or new caregiver roles. Providing flexibility, increased wellness resources, and tactful guidance can help all employees thrive through the changing seasons of work and home life. It's about relieving the pressure of impossible standards by acknowledging and supporting people in their whole circumstances.

5 CARE FOR YOUR CAREGIVERS

Workers with family care duties require unique support to avoid burnout as they juggle both professional and personal duties. Helpful benefits can include caregiver coaching, backup child/senior care coverage during emergencies, and training on self-care. Having human support in the form of concierge services can help caregivers by providing guidance and making resources available before an issue develops into a crisis. Accessible wellness resources give parents and guardians practical strategies to care for dependents and themselves simultaneously. This recognition of their multi-faceted responsibilities fosters job loyalty and quality work.



MICHAEL HELD
CEO and founder of
LifeSpeak Inc.

“

“As leaders, we often focus on metrics like profitability and productivity. However, the hidden costs of caregiver stress cannot be overlooked. Over 2 in 3 employees now juggle care duties, which can drain wellbeing, productivity, and trigger absenteeism or turnover when flexibility and understanding are lacking.”

Prioritize Mental Health and Wellbeing

6 MAKE MENTAL HEALTH MATTER

Mental health directly contributes to job performance and wellbeing. In addition to providing subsidized counseling or support groups, on-demand mental health solutions can benefit the needs of a broad employee group, providing round-the-clock confidential assistance with stress, anxiety, parenting challenges, relationship troubles, and other mental wellbeing topics. When choosing mental health resources, opt for ones that cover a full range of life experiences, to best serve employees of different generations that are facing different challenges. Select providers that offer expert guidance to bring the most up-to-date, evidence-based resources to your workforce and members. This means guidance and information that can be trusted. No concern is too small if it's causing personal distress, and these benefits nurture employees' whole-person wellbeing through difficult times.

7 OFFER MINDFULNESS AND RESILIENCE RESOURCES

Quieting the mind amid pressure boosts overall mental wellbeing and builds resilience. Employers can promote mindfulness through benefits that include mindfulness, meditation, along with resilience sessions and learning modules. Expert-led videos that teach mindful breathing, progressive muscle relaxation, and gratitude journaling can help relieve daily stress and show employees how to regulate their nervous systems. Managers can consider ways to promote mindfulness within their teams, such as doing guided breathing exercises or meditations at the start or end of meetings. Providing – and promoting – meditation and mindfulness benefits programs can also contribute to a more positive workplace culture, foster empathy, build organizational resilience, and boost connection among employees.

8 SUPPORT EMPLOYEES STRUGGLING WITH SUBSTANCE USE

Employers understand that substance use and other unhealthy behaviors sometimes stem from personal struggles or social pressures. Rather than a punitive approach, organizations can provide support by offering substance use benefits that include evidence-based treatment approaches, coaching, and tools for people to change their relationship with substances, whether that is cutting back on use, or quitting entirely. Organizations can also ensure managers are equipped with the resources and knowledge to compassionately assist employees who may divulge that they are struggling with substance use, creating a supportive environment for whatever people may be going through. This proactive approach not only supports the individual but also fosters a culture of understanding and empathy within the workplace.



9 PROMOTE FITNESS AND MAKE IT INCLUSIVE

To encourage activity across the organization, it's important to understand that not all exercise looks the same and what works for one employee may not work for another. Today, no gym is required to reduce stress and maintain physical health in a modern, inclusive way. It's important to choose a fitness benefit that offers on-demand fitness training and workouts to suit every age, body, ability, and interest. Organizations can find other ways to encourage employees to exercise, such as hosting fitness challenges, and even offering drop-in group fitness classes.



MARK KINGSRITER
LifeSpeak Inc. expert
and fitness director for
Wellbeats Wellness.



“Studies have shown that when employers actively promote active lifestyles, they see improvements in overall workforce wellbeing. Specifically, companies that foster a culture of physical activity experience enhanced employee productivity, reduced absenteeism, and greater mental focus and stress reduction. By empowering and supporting their teams to stay active, employers can unlock a healthier, more engaged, and high-performing workforce.”

10 NOURISH WELLBEING THROUGH NUTRITION

What we eat significantly impacts our health, mood, and energy levels. Employers can support staff in making strong nutrition choices through work initiatives as well as offering benefits that incorporate nutrition support. Workplace initiatives might include cooking demonstrations, live or on-demand virtual cooking classes, and communal recipes. Benefits solutions that offer nutrition workshops or on-demand microlearnings with experts can educate on topics like meal planning, reading food labels, and supporting mental and hormonal health through food choices. If your workplace offers snacks or meals, ensure they are healthy or have healthy options available. Fostering mindfulness around both our physical and mental fuel nourishes wellbeing at and away from the office.



Build Supportive Teams

11 PRACTICE ACTIVE LISTENING

Managers play a key role when it comes to job satisfaction and stress levels. By training leaders to regularly check-in with staff through active listening and showing empathy, it signals that wellbeing is a priority. Asking simple questions like “How are you doing?” and truly listening without judgment allows managers to notice signs of burnout, anxiety, or other issues that could impact work quality or attendance. It also shows care for employees as whole people rather than just workers. Having these check-ins weekly or monthly while keeping an open door establishes psychological safety. As a result, staff feel more supported working through challenges and better able to manage responsibilities without spiraling into poor physical or mental health.

“While problems won’t vanish overnight, sharing lightens the load. When we make space for each other during life’s challenges, we cultivate understanding.” – Michael Held, CEO and founder of LifeSpeak Inc.

Managers play a key role when it comes to job satisfaction and stress levels.

When workers feel respected for voicing both positive and negative feedback, morale and innovation improve as stress levels decrease.



12 TRAIN MANAGERS ON PSYCHOLOGICAL SAFETY

Workplace psychological safety refers to an environment where employees feel safe to take interpersonal risks, such as speaking up, sharing ideas, and expressing concerns, without fear of negative consequences. Psychological safety training teaches managers how to foster an environment where employees feel confident contributing without worrying about judgment or repercussions. From active listening exercises to scenario practices, these skills-based sessions instruct leaders on maintaining respect, privacy, and empathy in all interactions. They learn to acknowledge different viewpoints, apologize when needed, and create a culture where people feel heard. To hold psychologically safe team discussions, asking questions instead of just giving answers also helps bring more ideas to light. When workers feel respected for voicing both positive and negative feedback, morale and innovation improve as stress levels decrease. Overall, this training supports optimal mental wellness in the workplace.



“Creating a positive work environment where psychological safety is embedded into the culture is a key ingredient of high-performing teams. The data suggests that teams that grade in high psychological safety are less likely to leave their jobs and more likely to embrace diverse ideas.”



From the LifeSpeak Inc. video series “Inclusive Leadership”, by Paul Hamilton, LifeSpeak Inc. expert, Talent Acquisition and Management Executive and DEI Practitioner.



“Although working from home can positively impact work-life balance, the reality is that many workers feel the need to be ever-present online to make up for the time that is not spent ‘physically present’ at work. This creates undue pressure to work longer and faster online, which can result in feelings of overload, burnout, and exhaustion. Have clear manager and team communication expectations around how and what technology is used, one’s availability beyond regular work hours, and message response times.”



From “Digital Wellness in an Age of Constant Connectivity”, by Lisa Pender, MA, LifeSpeak Inc. expert and Digital Wellness Educator.

13 ENCOURAGE HEALTHY WORK-LIFE BOUNDARIES

In fast-paced work environments, it can be easy for employees to feel pressured to be constantly available, leading to blurred boundaries between work and personal time. This can lead to burnout. To counteract this, companies should actively communicate that there is no expectation for staff to work outside of their scheduled hours unless explicitly agreed upon in advance. Confirming this establishes an understanding that their off-duty time is to be respected. It reassures employees that taking breaks, leaving at their scheduled end time, and disconnecting from work communications after hours will not have negative consequences. This allows staff to fully decompress from the workday and recharge without lingering job pressures. As a result, they can avoid burnout and perform at their best during work hours.

14 RECOGNIZE AND CELEBRATE WINS

Positive reinforcement is critical for motivation and wellbeing. Employees who feel valued and appreciated are more engaged and motivated. Regular recognition of both team and individual contributions through varied mediums, whether virtual shout-outs or handwritten notes, fosters appreciation and meaning. Surveys identifying what matters most to staff ensure efforts align with real needs. It can be discouraging when contributions aren't recognized, or there is never any time to slow down and celebrate wins. By taking the time to acknowledge achievements and milestones, organizations can cultivate a supportive and fulfilling work environment where employees are motivated to perform at their best.

15 MAKE MOVEMENT PART OF THE WORKDAY

Prolonged periods of sitting or repetitive tasks, even for those who are on their feet at work, can lead to physical and mental fatigue. Whether employees are sitting at desks or performing tasks that require standing, employers should encourage them to incorporate movement throughout the workday. This can help reduce the risk of physical strain, improve circulation, and boost overall wellbeing. Promoting walking meetings is one creative way to discuss projects while staying active. Educating staff on "microbreaks" (like a 2-minute stretch or walk around the workplace) and actively participating helps make activity a social, regular part of the day. Employers can also create step challenges and friendly competitions to spark motivation among teams. For in-person employees, hosting free lunchtime fitness classes, scavenger hunts, or guided nature walks makes being active accessible and fun. Leading by active example inspires employees and helps them feel empowered to find spontaneous moments of exercise in their day.



“Microbreaks seem to not only optimize focus and productivity, but also positively influence learning and memory.”



From “Microbreaks: What Are They and How Can You Integrate Them into Your Daily Work Routine”, by Dr. Reena Kotecha MA, LifeSpeak Inc. expert and Organizational Consultant

Champion Wellbeing at the Leadership Level

16 CREATE A CULTURE OF COMPASSION

Mental health challenges and substance use issues are extremely common, yet often stigmatized in the workplace. Employers can help change this culture by destigmatizing these concerns. Companies should make it known that mental health is equally as important as physical health, and no one should feel shame in seeking help. Requiring doctor's notes for mental health days can deter people from taking necessary time off, so consider amending policies that require them. Make sure employees feel comfortable requesting personal time as needed, for any reason, without explanation. The goal is to support staff in preventing burnout, dealing with what's troubling them, and seeking help without fear it may negatively impact their job. An open and caring environment is key to everyone's wellbeing and success.

17 OFFER FLEXIBLE WORK SCHEDULES AND PAID TIME OFF

By offering flexible time off arrangements, employers can provide meaningful support to parents and caregivers, and anyone else requiring flexibility to meet outside commitments. Policies may include generous paid parental leave, backup dependent care options, and giving people the opportunity to modify their schedule when needed. Rather than penalizing those with responsibilities outside work, flexibility acknowledges the full scope of demands on individuals. It allows prioritizing commitments to children, parents, or other loved ones during emergencies without fear of reprimand. Similarly, extending this flexibility to paid time off (PTO) can be beneficial. While some policies require booking PTO far in advance, life doesn't always adhere to such rigid schedules, so offering more flexible PTO policies can better accommodate the unpredictability of life and support employees in maintaining a healthy work-life balance.



“Develop resources in the workplace to make mental health services and support more easily accessible.”



From “Recognizing and addressing mental health stigma”, by Dr. Ghayda Hassan, PhD, LifeSpeak Inc. expert and Clinical Psychologist



18 ESTABLISH MINDFUL MEETING ETIQUETTE

Virtual work typically means more meetings. It's important to be mindful of how that impacts different team members, whether they're working remotely or in the office. When scheduling meetings, accommodate varying time zones whenever possible and make clear there is no expectation to attend outside typical hours. Normalizing blocks of 25- or 55-minute meetings can allow breathing space between sessions, giving people time to stretch, get food or drink, or just mentally recharge when they have a heavy meeting day. Managers should be conscious that back-to-back or overly long gatherings may drain introverted staff or ones with caregiving duties outside work. Minimize meetings entirely at least one day each week to allow focus on deep work. Allowing cameras to stay off and encouraging virtual socializing outside of meetings (rather than having small talk at the start of each meeting) helps participants recharge without endless "facetime." Small considerations like these can make big impacts on inclusivity, engagement, and avoiding burnout from an overscheduled digital workplace.



19 SUPPORT FINANCIAL WELLBEING

Finances are a leading cause of stress in and out of the workplace. Employees may be worrying about funding their retirement, saving for a family, creating their first budget, or how inflation will impact them. Providing resources like financial workshops, retirement plans, financial literacy training, and matched savings programs can help address money issues that can take a heavy mental toll. Giving staff practical educational tools and incentives empowers them to manage their finances more confidently and prepare for life goals. As a result, their wellbeing at home and on the job improves. Regularly reviewing salaries and wages to ensure they are competitive and reflect the cost of living, as well as offering cost-of-living adjustments to help employees keep up with rising expenses, can further reduce stress for employees by supporting their financial security.



“Prices have increased everywhere and with that, financial stress is on the rise. I talk to regular people on the frontline of financial planning every day. I see the deep financial anxiety rising in people and how it’s impacting their lives. And here’s the thing, when we are stressed out about money, it impacts every aspect of our life.”



From “A Guide to Managing Financial Stress” by Shannon Lee Simmons, LifeSpeak Inc. expert and certified financial planner

20 ACKNOWLEDGE SOCIETAL STRESSORS (WITHOUT GETTING POLITICAL)

Beyond workplace demands, external events continuously impact employees’ mental wellbeing and home life. Whether it’s a global health crisis, civil unrest, economic uncertainty, or other challenges dominating the news cycle, these societal stressors can weigh heavily on people both on and off the job. Rather than ignoring these realities, employers can acknowledge how national and international current affairs create stress that spills over into the workplace. Normalizing open discussion helps individuals feel less alone in coping with constantly changing conditions out of their control. Recognizing stress comes from many sources outside work itself and providing resources to process feelings can help in separating difficult emotions from job performance. This validation promotes a greater sense of caring, community, and psychological wellness for staff.



DR TERRI-LYNN MACKAY
Mental Health Director,
LifeSpeak Inc.



“While external events are clearly out of your realm of control, organizations can focus on practical strategies for building resilience by using tools to proactively recognize and address mental health issues and working to reduce the stigma that surrounds them.”

Ready to build on your culture of wellbeing?

LifeSpeak Inc. can help you create a healthier, more engaged workforce

Today's employers are facing complex challenges, from balancing remote and onsite employee populations to offering and managing the ideal mix of benefits to attract and retain top talent. All the while, organizations must work to mitigate healthcare costs and improve overall workforce performance.

Fortunately, with the right support and resources, employers and employees alike can feel empowered to better manage the demands of both their professional and personal lives. By implementing the strategies outlined in this guide, leaders can alleviate many of the pressing concerns they face, fostering a healthier, more engaged, and productive team.

By prioritizing the wellbeing of employees, organizations can create a more supportive, inclusive, and thriving workplace for everyone. To learn more about how LifeSpeak's Inc.'s leading suite of solutions can support your people-first approach, reach out today.

Because when it comes to supporting your workforce, wellbeing simply can't wait.

[BOOK A DEMO](#)

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Organizational Wellbeing Checklist

Download this resource to rate your current level of organizational wellness using the checklist below.

Afterward, be sure to choose the top 5 areas you want to focus on this year. Remember, healthy workplaces are built slowly over time, so start now and see what your team can achieve this year!

MY TOP 5 AREAS FOR CHANGE:

	GOT IT	WORKING ON IT	WANT TO IMPLEMENT IT
Cultivate a Welcoming Environment			
Focus on inclusivity			
Put DEI front and center			
Encourage connections with colleagues			
Understand employees' diverse needs			
Care for your caregivers			
Prioritize Mental Health and Wellbeing			
Make mental health matter			
Offer mindfulness and resilience resources			
Support employees struggling with substance use			
Promote fitness and make it inclusive			
Nourish wellbeing through nutrition			
Build Supportive Teams			
Practice active listening			
Train managers on psychological safety			
Encourage healthy work-life boundaries			
Recognize and celebrate wins			
Make movement part of the workday			
Champion Wellbeing at the Leadership Level			
Create a culture of compassion			
Offer flexible work schedules and paid time off			
Establish mindful meeting etiquette			
Support financial wellbeing			
Acknowledge societal stressors (without getting political)			

Our Products

◆ LifeSpeak

Mental Health & Resilience

LifeSpeak *Mental Health and Resilience* is the leading mental health and life skills education solution for employers and other organizations. By combining preventative education from the world's top experts with human support, LifeSpeak *Mental Health and Resilience* makes it easy for anyone to start improving their overall wellbeing. By accessing thousands of micro-learning videos and other resources anytime and anywhere, LifeSpeak *Mental Health and Resilience* bridges the gap between unaddressed mental health challenges and clinical interventions.

◆ ALAViDA

Substance Use

ALAViDA *Substance Use* is the leading virtual care solution for employers, organizations, health plans, and their members, providing evidence-based resources and personalized services for anyone who would like to change their relationship with substance use. Our content and features are highly adaptable to individual needs in a confidential, approachable, and stigma-free environment. A proactive care team specialized in substance use and our innovative "Educate-Activate-Treat" approach results in effective care and enhanced confidentiality throughout.

◆ Wellbeats

Wellness

Wellbeats *Wellness* is the premier solution for on-demand, virtual wellness content and programming for use in corporate wellbeing initiatives that supports employees with 1,200+ fitness, nutrition, and mindfulness classes and 60+ goal-based programs available anytime and anywhere.

◆ Torchlight

Parenting & Caregiving

Torchlight *Parenting and Caregiving* is the only comprehensive caregiver support solution for employers, health plans, and other organizations that speeds the connections to top expertise both digitally and through one-on-one advising and concierge services.

LifeSpeak Inc. is mental, physical, and family wellbeing.

We provide the leading holistic employee wellbeing product suite built for business that leads with digital education and supports with human connection.

Request a demo today to learn more about our full suite of products.

Because wellbeing can't wait.

REQUEST A DEMO

