



Guide for Building a Workplace Wellbeing Strategy

Workplace Wellbeing Strategy

Template

Purpose

Start with a small and refined focus based on what you are trying to achieve at your workplace. Collect this information from pulse survey free text section, focus groups and conversations with employees and managers.

Measuring Success

Decide on 3 ways you can measure success, with one measure that is specific to your purpose. E.g. signups, turnover rate, engagement

1.

2.

3.

Current Initiatives

Look closely at the things you are already doing to see if they are working. If so, think about ways that you can expand their reach.

Workplace Stressors

Identify your top workplace stressors and select whether they are fixed or flexible. If they are flexible, then they have the capacity to change with job design or adjustments.

- | | |
|----------|------------------|
| 1. _____ | fixed / flexible |
| 2. _____ | fixed / flexible |
| 3. _____ | fixed / flexible |

Leadership Support

Identify and map out whichever of the following obligations most aligns to your leaders or stakeholders' position.

- | | | |
|------------------------|---|-------|
| Legal obligations | : | _____ |
| Moral obligations | : | _____ |
| Commercial obligations | : | _____ |

Best Practice Checklist

- Leadership communicated that they support and participate in the program
- Employees given the time and space to participate
- Managers given resources to increase their mental health literacy
- Managers given the time and space to participate
- Conversations about wellbeing and mental health are more normalized
- Employees asked whether the initiative helped them or solved the problem