

Tools and templates



How are your employees feeling about their health and wellbeing at work?

An awareness of the necessity to look after our health and wellbeing has become increasingly prevalent in recent years, especially with regards to the workplace:

- We spend the majority of our time in the workplace – it's important to be healthy and happy
- Health and wellbeing directly affect business productivity
- Employers who fail to look after the health and wellbeing of their employees will struggle to retain or hire staff

Talking to your employees about health and wellbeing

As a business leader, understanding your employees' health and wellbeing, and how to improve it, is key for your company to succeed. Unfortunately, there is still some stigma around talking about health and wellbeing at work, particularly mental health, but setting a precedent for open, honest and non-judgemental discussion will help staff speak about these issues. Employees are more likely to talk about their feelings in one-to-one settings, so use our guide below for suggested questions and tips:

This tool will help you create the correct goals:

- How are you feeling today?
- How are you feeling about work at the moment?
- Do you enjoy coming to work? Tell me why
- How do you feel about your role and your workload?
- Do you feel that your work contributes to the goal of the organisation as a whole?
- Do you have the opportunity to use your skills effectively, or gain new ones?
- What can we do to improve your everyday work experience?
- Do you feel you have a good work/life balance?
- Do you have the flexibility to take time off as and when you need to?
- How do you feel about your own health and wellbeing?
- What do you think will help you with your health and wellbeing at work?
- How would you currently rate our health and wellbeing strategy out of 10?
- How do you think we can improve that score?
- If you were a manager, what would you change first? Why?

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Remember:

- It's important to set a positive tone – talk about these issues in a respectful, non-judgemental and understanding way
- Keep it confidential – what your employees say is extremely personal and should be kept private
- Don't take on too much – although you are offering a listening service, your role is not to provide therapy or further medical assistance if that's required. Encourage or organise (with permission) additional professional help and provide in-work support if necessary