



Healthy organizations:

the impact & framework

Improving the health of your organization is good for employees, the business and society as a whole, and improving employee satisfaction starts by gaining a better understanding of employee perceptions regarding organizational health.

Healthy organization: defined



There should be more alignment between how employers and employees perceive wellbeing at work. A strong correlation has been found between workplaces that have poor company culture and high levels of burnout. Achieving a healthy organization requires a comprehensive approach to workplace wellbeing.

Framework for a healthy organization

Establishing a holistic approach to a healthy organization requires business leaders to build a constructive framework incorporating these five elements of wellbeing.¹

Emotional

- Offering access to counseling and stress management programs
- Encouraging mindfulness and resiliency

Physical

- Providing wellness-boosting benefits
- Improving workplace safety

Social

- Maintaining respectful relationships
- Working within the community

Financial

- Offering tools for retirement and estate planning
- Advocating for financial literacy, saving and investing

Professional

- Supporting leadership and employee development
- Sharing learning resources

The gap in healthy organizations: what companies aren't doing

Earning employee trust: A mere 3%² of employees from low-performance organizations say they trust senior leaders.

Trusting their employees: 64%³ of employees feel micromanaged, which impacts their mental health.

Providing human-centered leadership: 41%³ of employees want their manager to ask them about their mental health and wellbeing.

Offering mental health support: 54%⁴ of C-suite leaders don't believe mental health benefits should be made available.

Enacting long-lasting change: Only 4 in 10⁵ Gen Z workers bring up their concerns on mental health to managers, which shows the stigma surrounding these matters continues.



What matters most to employees?

- Providing equity and accessibility for all employees
- Utilizing human-centered leadership
- Expanding coaching and communication
- Showing praise and appreciation
- Enacting fair and equitable compensation practices
- Giving opportunities for growth and progression

How does this make an impact?



When compared to other employees, those who agree their employer cares about their overall wellbeing are:⁵

- 5X more** likely to advocate for their company as a place to work.
- 5X more** likely to strongly agree they trust their organization's leadership.
- 3X more** likely to be engaged at work.
- 69% less** likely to actively search for new employment.
- 71% less** likely to report experiencing a lot of burnout.
- 36% more** likely to be thriving in their overall lives.

That same Gallup study also found these employees have lower turnover and fewer safety incidents as well as higher customer engagement, profitability and productivity.



Steps to becoming a healthy organization

- Research** the various framework factors to best encompass a healthy workplace at all levels throughout the organization.
- Provide** employees with access to preventive care, healthy lifestyle programs and mental health resources, such as employee assistance programs, or EAPs.
- Offer** competitive benefits and compensation packages as well as opportunities for personal and professional growth.
- Minimize** overtime, promote open communication and encourage a healthy work-life balance.
- Track** key performance indicators (KPIs), evaluate effectiveness and gather feedback continuously to adjust strategies as needed.
- Partner** with a professional employer organization (PEO) that can help provide the HR services and technology your business needs to support these strategic initiatives.