

Healthy organizations: the impact & framework

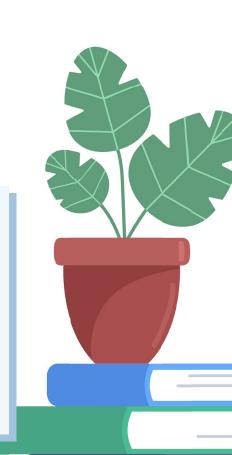
Improving the health of your organization is good for

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.





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

Supporting leadership and employee development

Professional

- 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% of employees feel micromanaged,

which impacts their mental health. Providing human-centered leadership: 41% of employees want

believe mental health benefits should be made available. **Enacting long-lasting change: Only 4 in 10**⁴ Gen Z workers bring

Offering mental health support: 54% of C-suite leaders don't

their manager to ask them about their mental health and wellbeing.

stigma surrounding these matters continues.

up their concerns on mental health to managers, which shows the

Providing equity and accessibility for all employees Utilizing human-centered leadership Expanding coaching and communication

Showing praise and appreciation

What matters most

to employees?





Giving opportunities for growth and progression

Enacting fair and equitable compensation practices

How does this

overall wellbeing are: 5X more 5X more 3X more likely to be engaged at work. **69% less** likely to actively search for new employment. **71**% less

make an

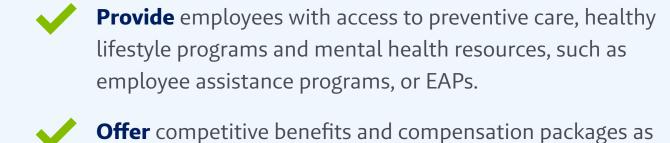
pact?



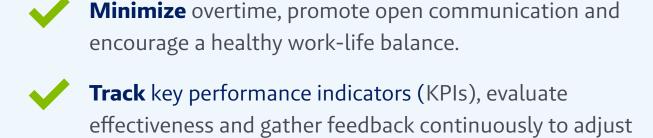




Steps to



well as opportunities for personal and professional growth.



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.

