

Inspire a Culture of Well-being Workshop: Idea Jam Takeaways

Idea Jam Topic: What is one way to create a culture of well-being at work?

- Create meeting-free white space time for yourself or your team.
- Tell employees to manage their energy, not their time.
- Open a staff meeting with a question and have everyone around the room answer.
- Bring up well-being in every manager and employee touch point.
- Have employees create a well-being goal in their annual goal-setting.
- Give employees one day a month to focus on something outside of their day job.
- Ask your teammate how they are really really doing.
- Encourage your direct reports to take a “just because” day off.
- Start meetings with personal or professional gratitude.
- Flexibility.
- Managers and leadership model wellness practices.
- No-meeting day or no meetings on Fridays after 12:00.
- Give examples of work and family balance.
- Set an example by taking action towards wellness.
- Build an element of fun and light-heartedness into meetings, when possible.
- Create opportunities to make connections; host virtual team gatherings.
- Teach people how important mental health and rest is.
- Wellness check-ins during weekly team meetings or 1:1s.
- Encouraging rest breaks, eating lunch, and taking PTO.
- Benefits should align with DE&I. For example, floating holidays.
- Time off for well-being or shorter work week.
- Start an employee-driven wellness club.

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- Host a company-wide step challenge.
- Reach out to each team member every week.
- Express gratitude and appreciation for team members often.
- Surprise your team by mailing hand-written notes of appreciation and a little gift.
- Listen to employees. Make it a safe space for them to speak up. Take the feedback and implement it.
- Have breathing minutes every hour.
- Invest in your fellow employees and take time to ask them about their lives.
- Lead with care, compassion and honesty.
- Model wellness with your physical workplace.
- Implement a wellness program and give teams points to redeem for prizes.
- Ask individuals what means the most to them vs. org level wellness programs.
- Implement walking meetings or video-off meetings.
- Make well-being a pillar or strategy within the business structure.
- Mental health day off as an offering in addition to sick and vacation time.
- Monthly Mental Health half-day (or any day!).
- Senior leaders take time off and share their experiences after.
- Market the great resources available at your company. A lot of people don't know about them!
- Provide monthly stipend for wellness, if possible.
- Stand up break at every 1 hour of a meeting.
- Create a psychological safety environment around wellness.
- Breathe for one minute together to start a meeting.

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- Start weekly meeting with a wellness shout-out.
- Adopt mindful business practices like shorter meetings.
- Start the first meeting of the day with a short meditation.
- Assign every employee a well-being buddy to hold each other accountable.
- Require hours for volunteerism.
- Create a on the spot reward for well-being, like a gift card to Starbucks.
- Share accolades (big and small) in writing, in person, on social.
- Encourage mini breaks.
- Instead of always encouraging ice breakers, lead wellness warmups at the start of every meeting instead.
- Stretch at the beginning of each meeting.
- Finish each meeting 5 mins early so 25 mins or 55 mins to allow for a break in between.
- Make people feel they are visible, belong and heard.
- Encourage collaboration - even online. Join with team members or cross-office colleagues to chat weekly.
- Provide and listen to feedback and share recommendations on ways to improve.
- Have golden rules regarding time-tables and meetings duration.
- Interactive team meetings with games and movement activities.
- Slack channel where employees submit photos of themselves, friends, pets, etc.
- Offer wellness sessions on various topics.
- Encourage the use of apps like Headspace or Calm.
- Sending an e-card to someone who may be doing a great job or needs a little support and may be going through a difficult time.