



## Onsite well-being coordinator roundtable

Our Premium Well-Being onsite coordinators are experts on best practices for workplace well-being. Here are some of their tips for creating a healthier workforce:



### Policies that positively impact well-being

There are a number of policies your company can put in place to positively impact workplace well-being. These include:

- Smoke-free campus
- Flexible work schedules
- Flexible dress code
- Food and beverage offerings
- Recognition and praise

### Change your culture to focus on well-being

Companies have a huge opportunity to positively impact their employees by shifting their culture to a focus on well-being. A culture that encourages and supports employees' overall well-being in both their personal and professional lives will foster an environment where employees feel valued. Employees who are encouraged to bring their best selves to work and are provided tools and resources to help them will be more creative, collaborative and engaged.

### Motivate your employees to eat healthier

There are a number of things your company can do to encourage employees to eat healthier, including:

- Onsite farmers markets
- Healthy vending machine options
- Snack carts
- Nutritional workshops

### Motivate your employees to exercise

Exercise and movement is another important component of well-being. There are a number of health benefits of exercise and movement, so it's important to encourage your employees to make it part of their daily routines.

You can do this by:

- Encouraging exercise breaks
- Offering exercise classes
- Creating a culture of physical activity
- Creating a fun work environment

### Become more involved in your community

Community involvement and giving back to the community can improve how we feel. People tend to feel less lonely and isolated, and more helpful, generous and compassionate when they give back to the community. Within organizations, community involvement can build more cohesiveness among teams.

### Create a well-being committee

Well-being committees can help shape your company's culture of well-being. Well-being committees should:

- Have a diverse representation of employees
- Propose incentive models
- Identify goals, objectives and measurements
- Leverage employee creativity