



AN INTRODUCTION TO

Why Workplace Wellbeing Is

Worth It

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43.7% of Australians
aged 16-85 have
experienced a mental
health condition.

AUSTRALIAN BUREAU OF STATISTICS (2022)

Our Working World Has Changed

Wellbeing and work are interdependent. Workplaces that foster a culture of wellbeing, allow individuals to thrive, both at work, and at home. Over the last few years, it's become apparent that organisations can no longer take a back seat to wellbeing by applying topical solutions to deep-rooted issues. People are the heart of organisations. When individuals feel supported by a culture of wellbeing, it has been proven to inspire creativity, innovation, increased engagement, and higher levels of productivity.

Wellbeing is paramount to future ways of working. Our working environment has changed with the introduction of hybrid working. Our days at home are longer, and we're balancing work and our personal lives, blurring the lines between the workplace and our homes. Our working landscape is continually adapting, becoming more fluid and collaborative, which requires constant learning and evolving. This can really start to take a toll on the wellbeing of individuals and how they show up to work.

To be as efficient as we can in these circumstances, individuals and teams need to be in a good state of physical, mental and emotional wellbeing to be the best version of themselves every day. For this to occur, leaders need to harness the potential of wellbeing by aligning work environments with the wellbeing needs of the team and foster a culture of psychological safety.



Wellbeing at Work

Every day, over 3.2 billion of the world's 7.3 billion people go to work, including 13.2 million Australians. Research studies have estimated that poor mental health costs Australian businesses \$10.9 billion every year in absenteeism, reduced productivity, and compensation claims (AIHW 2021).

Over two in five Australians aged 16-85 years have experienced a mental disorder at some time in their lives. Whether anxiety, stress or any other mental health condition, this affects a person's ability to work (ABS 2022). This results in around 12 million days of reduced productivity for Australian businesses annually.

Our world is changing and it's forcing organisations and leaders to redefine wellbeing in the workplace, helping individuals to thrive and have a meaningful impact in the work they do. Organisations that focus on wellbeing as a leader-led approach attract and retain top tier talent. They are also more likely to be open to individual's needs, provide flexibility where needed and support leaders and their teams equally.

These workplaces foster psychological safety and wellbeing in the workplace and have become positive environments where everyone feels supported and valued, and therefore are able to do their best work. When people are healthy, well-rested, and motivated, they bring a high level of energy to their work. Minds are sharp, positive, make better decisions, and are more effective and productive.



Wellbeing at Work

Wellbeing at Work Matters!

Organisations need to create an environment for psychological safety so that individuals can operate in a heightened state of wellbeing. This allows them to bring their essential human qualities to work. It's imperative that leaders focus on creating a culture of wellbeing, not just ticking wellbeing boxes that are only topical solutions.

Common topical solutions include mental health days, employee assistance programs, mental health first aiders, 3-minute angels (shoulder massage) and meditation rooms. These are great initiatives, but they don't prevent poor wellbeing - they largely deal with the symptoms.

Leading wellbeing is about creating a culture that makes people feel safe, understood and empowered in what they do, allowing them to contribute to the success of the team and the organisation. **Another way of putting it, is that their work feels meaningful to them, and it has a meaningful impact.**

Not only is wellbeing important for individuals, but it is also critical for the success of the organisation. An organisation that is thriving, not just surviving, has the ability to adapt quickly, innovate and move ahead of their competitors, all because they have happy and healthy people that bring their whole self to work.

"When employees enjoy a happy, healthy work environment, you start seeing exciting innovations in business."

Dr Amanda Allisey, Deakin University



Defining Wellbeing

What is a Culture of Wellbeing?

First, let's discuss what it means to create a culture of wellbeing. Creating a 'psychologically safe' space is essential, a term coined by Amy Edmondson (in 1999) which is defined as 'allowing a space where team members can feel safe to take risks and be vulnerable in front of each other'.

Cultivating an environment where everyone feels safe and supported is the first step to creating a culture of wellbeing.

Wellness vs. Wellbeing

The terms 'wellness' and 'wellbeing' are often used interchangeably, however, there are clear differences between the two. Simply put, we define wellbeing as the whole organisational approach, and we define wellness as 'how we are doing' as individuals.

Wellbeing is associated with the organisation's approach to wellbeing, for the success and support of their people.

Wellbeing

- › Is a perception of a state of being
- › Has a prominent mental and emotional dimension
- › Is associated with feelings of satisfaction and sense of fulfilment.

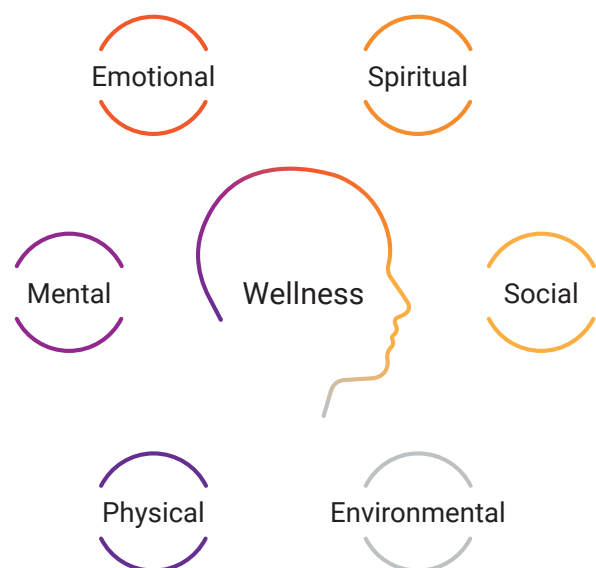
Wellness is associated with the individual pursuit of activities, behaviours and lifestyles that lead to a state of optimal wellbeing.

Wellness

- › Relates to intention, action and activities
- › Has a prominent physical dimension
- › Is associated with a healthy lifestyle, choices and offerings.

Wellness is multidimensional, it extends beyond our physical health and incorporates six dimensions (Global Wellness Institute 2016).

At Corporate Edge, we focus on assisting organisations to develop a wellbeing strategy that dives deep into their integrated wellbeing approach to support leaders and their teams at work, and for it to carry on in their personal lives. An outcome of this would likely be a greater level of wellness for the team.



The Real Cost of Not Prioritising Employee Wellbeing

Wellbeing is a critical success factor for an organisation in today's climate. There are real financial and social impacts of not prioritising wellbeing for your leaders and team members. The reality is that healthy people cost less.

Approximately 40-50% of absences are believed to be avoidable and are often the result of poor lifestyle habits, work-related stress, and poor general health (The Wellness Workshop 2020).

The flow on effects of a leader-led wellbeing initiative is endless. The individual is energetic, committed, productive, innovative and most of all, engaged at work. The happier the individual, the better their performance, resulting in less outgoing costs, increased output and increased likelihood of attracting and retaining talent. Investing in a wellbeing program is investing in your people, ultimately investing in the success of your organisation.



Everyone Has a Role to Play

Providing a healthy, positive workspace is everyone's responsibility. The leader's role is to create an environment of psychological safety which leads to a culture of wellbeing. The individual's role is to actively pursue and own their own wellbeing/wellness.

We believe that an effective wellbeing program needs to include the following key elements.

There's three parts to our wellbeing offering:

1. Leading wellbeing (The Leaders Program)
2. Creating wellbeing (The Individuals Program)
3. Measuring wellbeing (Skodel).

To truly make a difference to your team's wellbeing as well as sustaining those results, a culture of wellbeing is leader-led first and foremost.



For Leaders

- › It starts with culture - the overarching environment the team experiences every day
- › Creating a supportive environment and encouraging open communication
- › Demonstrating a visible and active commitment to their team's wellbeing
- › Making the health of their team an objective of their business
- › Allocating resources to wellbeing
- › Implementing practices that have an impact on workplace mental wellbeing.



For Individuals

- › Making a conscious effort towards caring for their own mental health
- › Considering the health and happiness of their colleagues
- › Feeling confident to share their thoughts and feelings about their wellbeing to their team and leaders
- › Employee-led initiatives such as lunch clubs, walking groups, and walk and talks.

Our Wellbeing Offering

*Be proactive in your team's
wellbeing today.*

Our Wellbeing Offering

At Corporate Edge, we have a deep care for people. We feel strongly about supporting organisations to create amazing people-first cultures, that in turn create psychologically safe environments for their teams. There are several reasons why you should focus on creating a culture of wellbeing in your organisation.

Some of the key benefits are:

- › The team effectively deals with external factors outside of their control
- › They connect personal motivations to the work they do
- › They anticipate how certain events will influence their state of mind
- › There is a better understanding of the emotions of the people around them
- › It has a positive influence on the state of mind of the team
- › It builds and improves relationships
- › Healthier and happier people are more productive.

What does our wellbeing offer focus on?

Our Wellbeing Program focuses on three core levels of wellbeing. We support organisations to dig deeper than topical solutions to really integrate and embed core practices of wellbeing at multiple levels. Our Wellbeing Program is leader-led, meaning we focus on instilling key behaviours to foster an environment where wellbeing thrives, and then focusing on the individual and how they can own their wellbeing practice.



How We Run Our Wellbeing Program

There's three parts to our wellbeing offering:

1. Leading wellbeing (The Leaders Program)
2. Creating wellbeing (The Individuals Program)
3. Measuring wellbeing (Skodel).

Leading Wellbeing (The Leaders Program)

We believe that wellbeing is leader-led, so any interventions you do must be supported by the leadership team. We have 6 modules targeting core leadership content to equip leaders with the ability to support their teams in the wellbeing space.

Creating Wellbeing (The Individuals Program)

Providing the team with the ability to opt-in or out on 12 content pieces that empower ownership of their wellbeing needs. These can be online or face-to-face. Or, bite-size learning pieces that would consist of short online learning modules being completed and then be followed up with 90min group coaching sessions. We have 21 online modules to choose from.

Measuring Wellbeing (Skodel)

Understanding the real reason behind how your team feels at work helps leaders build on what's working and adjust what's not. Get access to leader insights on how your team are feeling about specific changes in the workplace. Find out what is causing the issues at the click of a button.



Module Content

Leaders Program: How do you lead wellbeing?

Six half-day workshops (either face-to-face or online).

1

What is Wellbeing?

- › What does wellbeing comprise of?
- › The Three Sources of Engagement
- › The Pendulum Theory
- › The Five Parts to Wellbeing.

2

Psychological Safety

- › What is Psychological Safety?
- › How do you create it?
- › The Need for Vulnerability and Trust
- › Overriding Our Natural Default Setting.

3

Dependability

- › Modern Leadership
- › Connected Community Culture.

4

Structure and Clarity

- › The Communication Structure
- › Communicating Strategy.

5

Meaningful Work

- › The Six Human Needs
- › How do we create autonomy and competence?

6

Meaningful Impact

- › Inclusion and Involvement
- › Creating the Community.

Module Content

Individuals Program: How do you create wellbeing?

Twelve 1-hour monthly lunch and learns (either face-to-face or online).



Measure Wellbeing With Skodel

A challenge all organisations face is engaging everyone to take a proactive approach to look after their wellbeing. That's when individuals and organisations flourish.

Skodel's features make it easy for leaders to drive platform engagement, making it fun for everyone to participate. The Skodel Check-in tool empowers everyone in your workplace to build their emotional intelligence so they can perform at their best in both their work and their lives, and it does so by:

- › Measuring Wellbeing
- › Supporting Wellbeing
- › Identifying risks
- › Ensuring compliance through it's self auditing monitoring system.

What Skodel Can Do For You

- › On board teams quickly
- › Upload a CSV or integrate with your software stack
- › Anonymous or identifiable responses
- › Create a safe space for everyone to discuss their wellbeing
- › Drive platform engagement
- › Schedule friendly prompts for people to reflect on their wellbeing.

Outcomes/Benefits:

- › Anonymous individual check-ins, which can be adhoc or scheduled to target specific events within teams/departments
- › High level understanding of overall wellbeing, allowing organisations to make adjustments based on accurate analytics
- › Create a safe space for individuals to express their feelings
- › Resources and guides to support the wellbeing journey
- › Wellbeing platform that drives engagement, that supports the Wellbeing Program.

The recent changes to the new Psychosocial Legislation (ISO45003) and increasing jurisdictional codes of practice require organisations to identify and control psychosocial risks like they do physical threats.

The Skodel platform monitors, responds to and audits all wellbeing and psychosocial events in an organisation to improve wellbeing and give leaders' peace of mind.



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Thank You

If you would like any more information about our Wellbeing Program, please get in touch.

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