



Sponsored by:



### Links shared during our 6th December 2022 webinar

## “From Great Resignation to recession: A look back at 2022 and what’s next on the horizon for workplace wellbeing”

#### Links shared:

<https://www.vitality.co.uk/business/healthiest-workplace/>

Results of BHW reported on the FT: Health at Work | Financial Times (ft.com):

<https://www.ft.com/reports/health-at-work>

If you’d like to dive into more info on hybrid working and work behaviours and wellbeing —  
Understanding employee wellbeing, work behaviours and work outcomes in a hybrid work context:  
<https://www.rand.org/randeurope/research/projects/employee-wellbeing--work-behaviours-and-work-outcomes-in-a-hybri.html>

Vitality age: <https://www.aiavitalityage.com.au/1/intro>

#### Results from the poll: What has been the greatest challenge for workplace wellbeing in 2022?

Budget	4%
Getting prioritisation at board level	14%
Employee awareness and engagement	33%
Data	2%
Adapting the strategy post pandemic	27%
The worsening health of the workforce	16%
Other (please elaborate in the chat)	4%

### **Other challenges shared:**

Getting the balance between focus on individual/ manager/ organisation (system). My concern in 2022 is that the focus continues to be on the individual and not enough on changing culture/ system

We are seeing a rise in social anxiety and panic attacks especially – not necessarily financially related

### **Tips shared:**

Excellent idea Antonio. User Generated Content (UGC) does increase engagement and buy-in from colleagues. Bearing in mind the poll at the beginning of the webinar, could be something for other organisations to consider.

With ref. to UGC: we have also seen examples (during lockdown) where employees' wellbeing questions/requests have identified new UNMET wellbeing needs . . . e.g. employees with young families sought help not for themselves but for guidance on children's nutrition when home-schooling.

For hybrid teams it is important to think digital first to include those not in the office. Otherwise, there will be a great difference on how team members are treated, involved and informed.

But we should keep the digital divide in mind. Clearly digital first may be an issue for some groups of employees.

In response to question asking about financial coaching: There are typically two types of financial wellbeing interventions: education (typically budgeting and pensions) and more direct interventions such as loans, pay advances and season ticket schemes. I hope that gets to your point.

Vaude offers also a lot of fitness-related sessions. These are during the day and these mobile breaks, if you take them, are paid breaks and not in addition to the workday. Making it part of the workday increases acceptance and participation.

To add to the point on individuals not accessing- I believe organisations also need to explore why people don't access resources. What are the cultural aspects- eg how do senior leaders role model? Are people too "busy" - where does well being come in terms of priorities for the organisation? How good a fit is what is being offered connected to what people need? It isn't enough to just say we have done it, over to you

A critical factor is the line manager.

A culture of care is also about how managers can create Good Work that helps to head off burnout and enables team members to thrive.

Mental Health Champions are pivotal in helping an org. remain focused on its wellbeing objectives. NB: MH Champions are entirely distinct from MHFA in that, the Champion is the driver of proactive and preventative initiatives.

We adhere to a six-module, annual training programme to ensure MH Champions feel informed, supported and fully-equipped to voice strategic mental health priorities within leadership teams.

Doing more is not necessarily doing better. 22 interventions max.

A one pager for managers - extremely useful!

**Thank yous:**

All very useful - thanks very much!!!! Doing things better abs agree

Fantastic session, thank you everybody. useful insights and food for thought!

Great session, thank you!

This was brilliant, thank you, lots of things to think about!

Such a positive webinar. Thank you all for sharing your wisdom and insights.

Thank you so much!

Fantastic session thanks for everyone - I would like to get more on the business case

I'd love more of the data yes please, thank you Jill

Many thanks

This was great, really informative panel

Thanks everyone. What a fab session!

Thank you very much!