



Concerned with Employee Wellbeing?

Building on the theme from last week's article about the impact of mental health issues in the workplace – this week we are going to briefly explore the concept of employee wellbeing.

Creating a culture of 'wellness' and employee wellbeing can be a positive step for organisations as it contributes to enhancing morale and productivity whilst reducing costs associated with illness and in particular, stress. The challenge for organisations is how to address this issue in a cost effective way without investing a lot of time and money.

The answer is simple and it can be achieved in an efficient and very effective way by putting in place some basic interventions.

Easy to implement interventions which will contribute to developing and enhancing a culture of wellness and employee wellbeing include:

- **Encourage informal get togethers.** – For example: once a quarter, everyone could share a communal lunch with everyone invited to bring a lunch plate reflective of their cultural background and to share the meal!
- **Encourage Open communication.** – Always acknowledge an employee's issue by letting the person know that you have heard their issue; and also let them know when you will address the issue.
- **Set reasonable and fair expectations.** – Have open discussions around what you reasonably expect from your employees; and what they can reasonably expect from managers and team leaders.
- **Actively Listen!** – Unconditionally and without being defensive; then discuss issues, explore options and find 'common ground'.
- **Address negativity NOW!** – Name it, discuss it; and then address the issue based on the five step feedback model (as discussed in previous articles in this series).
- **Actively demonstrate reward and recognition.** – Appreciate the effort and output of all employees in different ways.
- **Ensure there is a shared understanding of the employee's job description and that they know exactly what it entails.** – Furthermore, ensure that each employee has the appropriate knowledge, skills and competence to meet these expectations. If

they don't, then ensure that the employee has a learning and development plan in place to positively support their growth and success.

For further information and practical support in addressing workplace issues in a preventative and proactive manner, contact Debbie Sonin, from D.K.Sonin & Associates at debbie@dksonin.com.au or phone her for a confidential consultation on 0413 145 925.