WORKPLACE WELLBEING PRACTITIONERS' SURVEY

ABOUT THE RESEARCH

New joint research project undertaken by E-reward and The Wellbeing Leader on workplace wellbeing practice.

74

74 organisations participated in survey – from both private and not-for-profit sectors in the UK – producing a vast tranche of data.

The survey digs deeply into workplace wellbeing in terms of key organisational drivers and how wellbeing is structured and resourced. It also asks practitioners to assess their competencies, development needs and career aspirations.

WHAT IS WORKPLACE WELLBEING?

> *Wellbeing describes the overall emotional and physical condition of an individual, group or organisation. It affects all aspects of working life, from the quality and safety of the physical environment, to how employees feel about their work, their working environment, the culture, their experiences and work organisation.*

**Evan Davidge,
The Wellbeing Leader.**

A DISCIPLINE STILL IN ITS INFANCY . . .

61% Don't have dedicated wellbeing function

55% Don't have defined wellbeing strategy

64% Working in wellbeing for less than three years

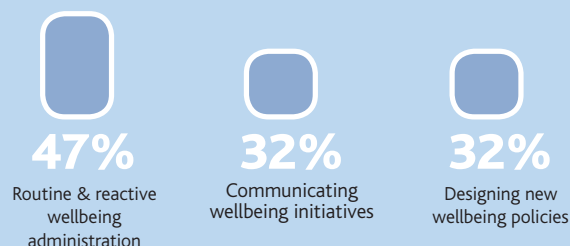**2** Median number of people with specific responsibility for wellbeing

. . . BUT THE FUTURE IS BRIGHT

83% Plan to implement wellbeing strategy in next 3 years

41% Expect wellbeing function to grow in size in next 3 years

74% 'Agree' or 'strongly agree' that wellbeing is becoming more business critical

85% 'Agree' or 'strongly agree' that wellbeing is perceived as more important than 3 years ago
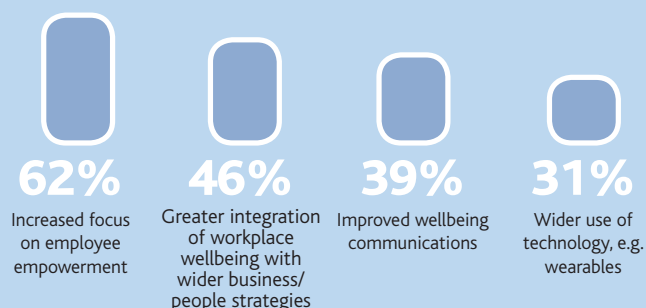
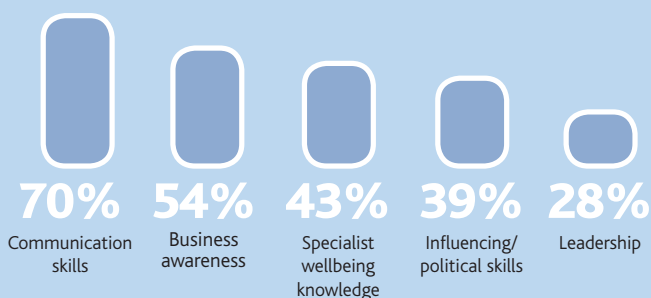## TOP 3 'BUSINESS-CRITICAL' WELLBEING ACTIVITIES

57%
Developing wellbeing strategy

57%
Working with management on strategic wellbeing development

42%
Enhancing employee wellbeing engagement and commitment

TOP 3 'TIME-CONSUMING' WELLBEING ACTIVITIES

47%
Routine & reactive wellbeing administration

32%
Communicating wellbeing initiatives

32%
Designing new wellbeing policies

MOST SIGNIFICANT DRIVERS OF CHANGE FOR WORKPLACE WELLBEING IN NEXT 3 YEARS

62%
Increased focus on employee empowerment

46%
Greater integration of workplace wellbeing with wider business/ people strategies

39%
Improved wellbeing communications

31%
Wider use of technology, e.g. wearables

HOW WOULD YOU LIKE TO SEE YOUR WELLBEING ROLE DEVELOP IN THE FUTURE?

97%
More strategic input – working with other functions on developing workplace wellbeing strategy at corporate level

87%
Take more of a lead in managing wellbeing implementation and communications

81%
Leading workplace wellbeing

67%
Less wellbeing administration

THE FIVE CRITICAL COMPETENCIES AND ATTRIBUTES TO BE SUCCESSFUL IN A WORKPLACE WELLBEING ROLE

70%
Communication skills

54%
Business awareness

43%
Specialist wellbeing knowledge

39%
Influencing/ political skills

28%
Leadership

8 STEPS TOWARDS CREATING A GREAT WORKPLACE WELLBEING STRATEGY

1 Define aiming points, with a clear vision, strategy and execution.

2 Remember it's a marathon – not a sprint.

3 Make it sustainable, build coalitions from within.

4 Integrate it with the wider business and people strategies.

5 Make it a collective responsibility; empowerment is key.

6 Commit resources (cross-functional).

7 Measure progress and outcomes; target hot-spots.

8 Be proactive to change behaviours and maximise success.

THE WORKPLACE WELLBEING PRACTITIONER'S CERTIFICATE

A high-level, two-day training course | London

- This course covers workplace wellbeing in an organisational and international context, providing delegates with the knowledge and understanding of environments in which they as practitioners can plan, implement and evaluate wellbeing programmes to support strategic operational goals.

- Launched in partnership with The Wellbeing Leader, our course is structured on the lines of a **voluntary code of practice**, which sets core standards and competences based on the findings from our *Workplace Wellbeing Practitioners' Survey*.

- Clear learning outcomes are defined along with a training syllabus, objectives and course content.

**Register now:
www.e-reward.co.uk/education**