

Action plans



Develop the right approach to health and wellbeing

While some changes you make in your business can adopt a more standardised approach, looking after the health and wellbeing of your people is something that needs more tailored work. Your employees have chosen to work for you for a reason, but that will only last in today's day and age if an employer continues to proactively ensure the stresses and strains of work are not becoming too much. There's a lot to learn from the way others have made improvements, but it all comes down to getting your people involved from the start.

- **Effort:** High
- **Impact:** High

How will I know if my Action Plan is working?

Carrying out a staff satisfaction survey will indicate whether your Action Plan is working

Actions:

Spend some time learning about how other businesses have gone about improving staff wellbeing

- **Impact:** Low
- **Suggested duration:** 3 days
- **Why this will help:** Learning from the experiences and lessons of fellow business leaders is the best way to direct your own improvement efforts.

Find out what your existing employees like and dislike about their current working environment

- **Impact:** High
- **Suggested duration:** 14 days
- **Why this will help:** Everyone's situation will be different. Whether it's someone struggling with their work/life balance because of a young child or someone feeling like they've been given too much responsibility, taking the time to speak to everyone on an individual basis will give you the foundation needed to address health and wellbeing in a meaningful way.

Map your survey feedback to proven examples of changes that are proven to positively impact on health and wellbeing in your business

- **Impact:** Medium
- **Suggested duration:** 7 days
- **Why this will help:** By making even the simplest of changes, you'll be opening up your business to positive conversations about wellbeing. However, it's a constantly changing set of influences so see how your conversations line up with what are emerging as proven strategies to make positive change.

Action plans



Appoint someone in the business who is responsible for overseeing staff health and wellbeing and work out what skills/training they need to do to be effective

- **Impact:** High
- **Suggested duration:** 7 days
- **Why this will help:** Creating a designated wellbeing employee in your business can help other employees to open up about their experiences and create valuable feedback loops for the changes implemented.

Conduct a quarterly survey, anonymous or not, which provides staff with an opportunity to indicate where there are problems or issues that are impacting on their health and wellbeing

- **Impact:** High
- **Suggested duration:** 14 days
- **Why this will help:** By surveying your employees, you'll be able to establish the areas that most need work to improve their wellbeing at work and see how the changes implemented so far are working.