Creating, Leading & Sustaining a Well Culture

There is high value to a well workplace:

- Attract & retain top talent
- Makes work more fun & enjoyable
- More individual & team growth/thriving
- Satisfied, productive & healthy employees
- Impact bleeds into the community

- Total well being means all areas of life are well: physical, financial, intellectual, environmental, emotional, spiritual, social/relational & professional/career.

A well workplace looks at health along a continuum:

- Prevention, health promotion & disease management
- Purpose in work; belonging; safety
- Reaching full potential (THRIVING)

- People are well when they are of sound body & mind. Mental health conditions impact 1 in 5 adults (& children). It is a leading cause of disability, absenteeism & loss of productivity. The most common mental health conditions include anxiety, depression & substance abuse.

- Based on this information, how would you rate your current work environment as being a well culture?

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- Stress is part of everyday life, both at work & at home. Common work related stressors include: salary, workload, lack of opportunities, work that is no longer challenging, lack of support, little control, conflicting demands, & unclear expectations.

- What work related stressors are you currently experiencing? List them & then identify possible solutions.

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- Stress at home could include: home environment, personal relationships, family dynamics, illness, care giving responsibilities, finances, mental & physical health, & our own internal voices.

- What home related stressors are you currently experiencing? List them & then identify possible solutions.

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- Unmanaged stressors (or negative coping strategies) can result in impaired health, burnout & other more serious consequences. Did any of these resonate with you? Do you see these things in your colleagues?

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- Stress is not necessarily good or bad. Our perception & method of coping with stress determines how it impacts us. Stress can be used as a tool to reach our full potential (ex: Olympic athletes).

- We can use stress as a way to improve our business performance. When we push past our limits to reach our full potential & challenge ourselves to grow & succeed, that is stress working for our benefit. Success is good for organizations. Employees are more engaged, teams start expecting excellence, & both employee AND customer loyalty increases.

- Consider stress as a tool of growth. Think about how this could work in your organization and/or immediate team. Brainstorm ways to help your team reach it's full potential.

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- Highly engaged employees bring their best self to work. They have passion & purpose in their work & are committed to the organization & community they serve. Disengaged employees trade time for money, are checked out & can destroy morale.

- What helps you stay engaged at work? What can/could destroy your engagement & passion in your work?

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- How do you help engage & motivate your employees/colleagues?

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- We can drive higher engagement at work by providing meaningful work, autonomy, psychological safety, strong teams, standards of excellence, trust in management, growth opportunities & fun/positive work environments. Where is your organization strong on driving engagement? Where can they grow? Describe how you would grow engagement.

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In Pat Lencioni's best seller "The Five Dysfunctions of a Team", we see what can result in destruction of teams & organizations:

- Absence of Trust
- Fear of Conflict
- Lack of Commitment
- Avoidance of Accountability
- Inattention to Results

- Do you see evidence of these in your organization?

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Creating, Leading & Sustaining a Well Culture

We can all be leaders in our teams & organizations. As a leader, you have a critical role in building & sustaining a well culture:

- Share AND support the vision
- Serve as a role model
- Hold employees accountable
- Engage other leaders
- SPEND TIME HIRING
- Be open to innovating
- Monitor progress & celebrate success

- How can you lead your organization to being a more well culture? What do you need to help you be successful?

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- Recruiting, hiring & retention will be most successful when you believe your people are the most important investment in your organization. You can be customer centric by first being employee centric.

- Think beyond traditional benefits & perks. What would make your organization a more attractive place to work?

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