



Empowering employee health and wellness

How to bring healthy habits into the workplace

Promoting good health at work is good business for any business. Today's workers are stressed out — and stress can lead to all kinds of health issues that impact your employees' productivity. Studies confirm it: According to Gallup, 70% of American employees are slowing economic growth by not working to their full potential.¹

Get proactive, be supportive

More employers are being proactive in trying to reduce stress at work. By doing things to show you're invested in your employees' well-being, you can increase employee morale and prevent burnout. Workplace wellness is a win-win for everyone.

But where do you start? Here are a few ideas on ways employers can create a healthy, supportive culture at work.

Help your staff get up and go



Whether it's making sure your employees know about the discounts they get on gym memberships and fitness gear through their health plan or signing up as a team for local runs/walks, do what you can to get your staff excited about exercise.

Encourage rest, breaks, and meditation



Everyone deserves a break. Encourage your staff to take a few minutes for themselves throughout the workday and, if you have the space, you can even designate a quiet room or meditation area to help employees recharge.

Stay connected



When employees feel a connection to one another, they often feel happier at work. Consider watching the same show, listening to a podcast, or reading a book that you can all discuss on lunch breaks. Plan casual outings or touch-base meetings. Ask employees how they'd like to blow off steam together.

Treat yourselves



Can you make room in your budget to provide healthy snacks at work? Offer monthly massages? Bring in a smoothie machine? Even small gestures or little added perks at the workplace can mean a lot to your employees.

Make a mental note



Mental health is just as important as physical health. Your employees have access to several wonderful mental health tools and programs through their health coverage. Be open about taking advantage of these resources to bring more awareness to the benefits you offer and help soften the stigma often associated with mental health care.

Why wellness programs work for employees and employers

According to Indeed.com, there are several key benefits of having a wellness program, including:²



Increases employee satisfaction

Research shows that when employees feel more rested, energized, and motivated, they do their best at work.



Promotes a healthier work environment

When employees have more resources to take better care of themselves, they are more likely to live healthier lifestyles.



Reflects your company's values

Employees are more likely to support a company that values employee health.



Attracts new talent

Research also shows that many job candidates include wellness programs on the list of benefits extremely important to them.

Talk up health plan benefits

A lot of times, employees need to be reminded of the variety of wellness benefits included in their health plan. Your employees have access to a bunch of great resources, like well-being rewards and discounts on gym memberships. Do whatever you can to spread the word!

-  Send email reminders about exploring benefits at [ibx.com](https://www.ibx.com)
-  Print and distribute the member flyers available for download on the employer portal
-  Have your leadership team be vocal about the benefits they use

1. <https://www.glassdoor.com/employers/blog/10-quick-ways-employers-promote-workplace-wellness/>

2. <https://www.indeed.com/career-advice/starting-new-job/corporate-wellness-program>