

# HOW TO BUILD A WORKPLACE WELL-BEING PROGRAMME.



Presented by **Wellbeings**



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Principal coach

**“** The **Wellbeings** team of coaches have worked with over one thousand clients between us. If there is one thing this has taught us it is that:  
**Everyone is different** **”**

A lot of research has been completed on workplace wellbeing over the last five years and as a result the breadth of areas of support have needed to be widened. No longer can businesses simply offer a simple programme which promotes the dimensions of:

► Relaxation, Nutrition, Exercise, and Sleep.

Wellbeings offer up to 8 dimensions of support to businesses. Herein lies the challenge however. Particularly for mid sized organisations how can they possibly provide meaningful support across such a breadth of dimensions?

Especially when everyone truly is different!

# Accepting the reality of 2022

The truth is the vast majority of people are either exhausted or stressed out.

**Modern life is an onslaught to the brain.**

As human-beings we are under a lot of pressure, we are overloaded, we are always on and we are constantly jumping from one thing to the next

We explore this with the coaching model 'our PAID reality.' This stands for Pressurised, Always on, Interrupted overloaded, Distracted.

Over 79% of employed UK adults **regularly experience work related stress** according to Perkbox this is an increased of 25% from 2018



In the UK in 2020 stress and anxiety accounted for an average of 22 days p/p, a total of 18m workdays (HSE)

The problem is even worse in London where 56% of workers said they are likely to go so far as to change careers in a survey by Cordon Bleu.

Only 45% of UK companies have a well-being strategy in place, and yet of those that do according to a Gartner study in 2020 77% of employees do not participate in offered well-being programmes.

We know that employees do not engage because the programmes are not sufficiently engaging nor sufficiently customised to the needs and interests of the employee.



# Getting it right

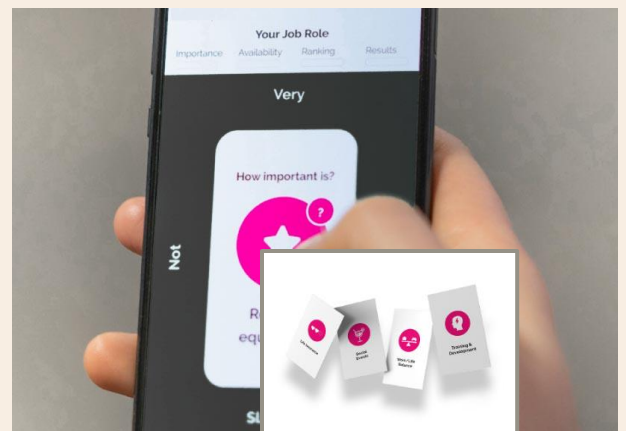
We know employees need support  
We know nearly 80% are not participating  
We know everyone is different.



As businesses look to build a workplace well-being programme we need to establish what the people actually need.

## Accurate and valid findings.

A well crafted, well delivered diagnostic process is worth its weight in gold. If the data can be relied upon, the recommended interventions have a much higher chance of success. The survey process itself also has to be delivered in a compelling way.



## *The steps are*

1. Perform an effective needs assessment
2. Build a programme to meet the established needs
3. Deliver the programme in a truly engaging way
4. Provide ongoing support to ensure accountability follow through and positive change

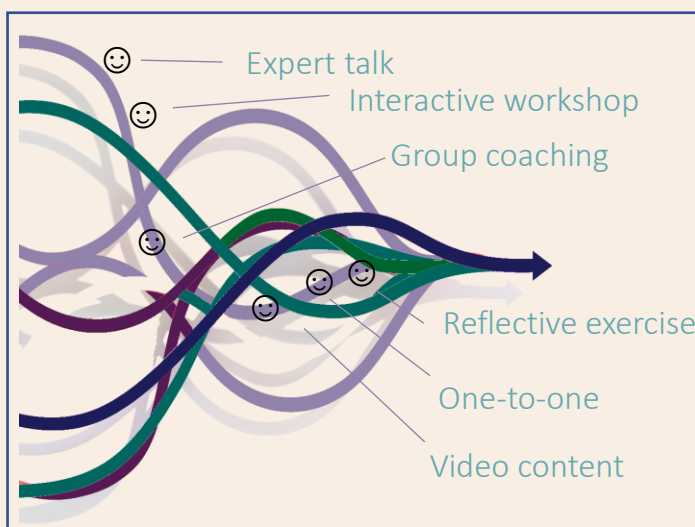
# Customising the solution

How do you meet the specific needs of hundreds of people while ensuring both uptake and follow through?

With our **Talos** powered diagnostic solution we serve a scientifically crafted and gamified survey straight to smart phones which collects accurate well-being data points, for individuals, team and businesses.



## Your Positivity Programme



With our system we are able to turn data into information and efficiently and accurately serve the needs to the business via 6 different intervention types based on level of need and level of interest.

The key for us is that every touch point is delivered in a truly engaging way by experts. We tell stories, we energise, we encourage, we empower.

We also boost participation by giving employees positivity points towards becoming well-being champions in the business.

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# Our Mission

It is our mission to train and empower one million human beings to feel better everyday

Mass resignations and a highly competitive job market has led to large numbers quitting their jobs. As the remaining staff have to pick up the slack and reach burnout this has further exasperated the problem leading to absenteeism and even higher turnover.

As teams are re-built, the initiatives to retain staff need to be as effective as possible.



A ping pong table and some bean bags in a lounge area are no longer enough! There are 8 core dimensions to well-being.

With the increased pressure of modern life we all need to work on our energy and well-being and ourselves.

## DIMENSIONS FOR COMPLETE WELL-BEING



CREATIVE



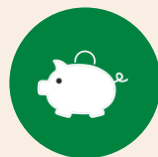
OCCUPATIONAL



MENTAL



PHYSICAL



ECONOMIC



TRANQUILITY



ENVIRONMENTAL



LISTENING

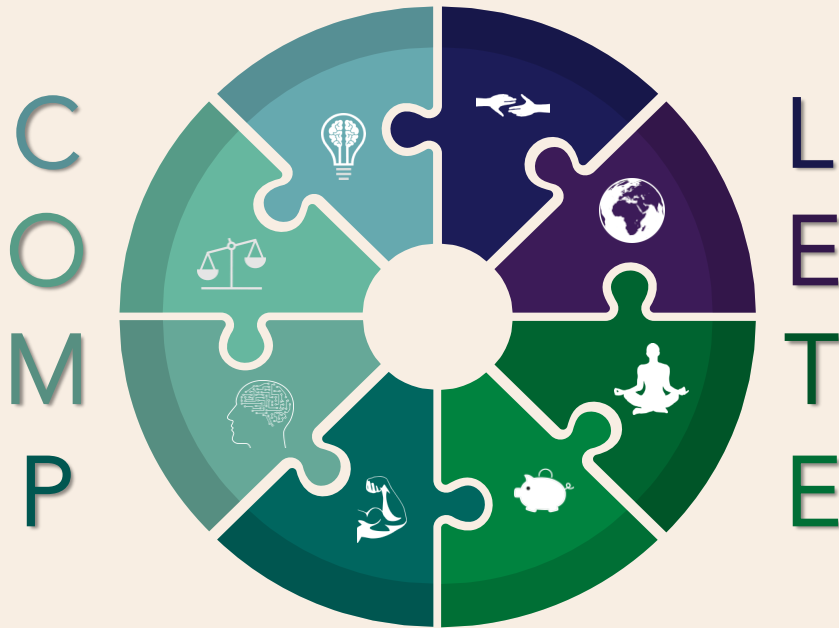
A complete solution must include Mental Physical Occupational and Environmental dimensions and more.

We use interactive workshops, small group coaching, video and reflective exercises as well as one-to-one interventions

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# HOW TO BUILD A PROGRAMME

## Your Positivity Programme



Our steps are

1. We use Talos powered **diagnosis** tool to assess needs
2. Our powerful system creates a **bespoke** programme
3. We deliver with SMEs in a truly **engaging** way
4. We provide ongoing support to ensure **accountability, follow through and positive change**

*Thanks for  
spending time with us  
we hope it was useful...*

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