

Employee Well-being Surveys Guidebook:

Your Roadmap to a Thriving Workforce



In today’s talent market, fostering a thriving and healthy work environment is no longer a perk, it’s a necessity. Employee well-being directly impacts engagement, retention, and overall productivity. But how can HR leaders effectively measure this crucial factor and translate insights into actionable strategies? Enter the employee well-being survey. Delve into the importance of well-being in the workplace, explore the benefits of utilizing wellbeing surveys, and gain practical steps to both measure and elevate employee well-being within your organization.

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The Business Case for Wellness in the Workplace

Gone are the days when workplace wellness was synonymous with fitness centers or free fruit in the breakroom. Today, wellness encompasses a wide spectrum of support for employees' physical, emotional, and social needs. The connection between employee well-being and business outcomes is undeniable: employees who feel supported and maintain a healthy work-life balance are more engaged and productive.

The Numbers Don't Lie

Engagement drives productivity:

Studies show that engaged employees are 17% more productive than their disengaged counterparts. This increase equates to measurable business gains, from higher profitability to better customer service outcomes.

The cost of disengagement:

Disengaged employees cost U.S. companies an estimated \$1 trillion annually due to reduced productivity, absenteeism, and turnover.

Wellness programs matter:

More than 9 in 10 organizations now offer at least one wellness initiative, reflecting growing recognition of its importance. Of those, 70% have improved physical environments to promote healthy behaviors.

Employee Expectations Are Changing

Employees increasingly view wellness support as a key criterion when evaluating employers. For example:

87%

of employees value health and wellness offerings during job searches.

91%

of employees in organizations with visible leadership support for well-being report being motivated to perform their best.

Creating a Positive Culture as a Foundation for Well-being

Company culture is the invisible backbone of every organization. That's because employee [well-being thrives in a positive culture](#) that fosters collaboration, respect, and a sense of belonging. Key characteristics include open communication, opportunities for growth and development, and recognition for good work. When these elements are present, employees are more likely to feel valued, engaged and yes, happy.

From the impact of flexible work arrangements to current recognition and rewards, Wellbeing surveys can be a valuable tool in assessing the current state of your work environment. Specific questions can delve into employee perceptions of communication, recognition, and leadership practices. More importantly, the insights gleaned from these questions can inform targeted initiatives to cultivate a more positive and supportive work atmosphere.

Championing Employee Well-being with Vanessa Zazueta

It's time to take employee well-being seriously, says Vanessa Zazueta, a passionate advocate for emotional intelligence and well-being in the workplace. Vanessa joins us to discuss how HR leaders can help employees thrive in their personal and professional lives by [focusing on three wellbeing pillars: physical, mental, and financial health](#). As a director-level HR Generalist, Vanessa shares her experience launching successful wellness programs and fostering an open, inclusive work culture.



Physical Health:

Implementing fitness programs and ergonomic workspaces.



Mental Health:

Offering resources such as therapy, mindfulness workshops, and stress management training.



Financial Health:

Providing guidance on budgeting, savings, and retirement planning.

Building a Positive Work Environment: The Foundation for Well-being

Dreaming of a workplace where camaraderie thrives, innovation flourishes, and employees feel valued? Fostering a positive work environment isn't just wishful thinking; it's a strategic move with a significant return on investment. [Consider these five ways to create a positive work environment:](#)

Give your Team a Voice.

Empowering your team with a voice is the cornerstone of a positive workplace. When employees feel their ideas and perspectives are valued, it fosters a sense of ownership and accountability.

Encourage Work/Life Balance.

When you actively encourage work-life balance, you send a powerful message: you care about your team as whole people, not just cogs in the machine.

Make Things Fun.

Think small bursts of joy – a team trivia challenge during lunch, a “dress down for charity” day, or a celebratory game of ping pong after a big win.

Celebrate Milestones and Achievements Often.

Don't wait for the big promotions or record-breaking sales figures to break out the confetti. Taking the time to acknowledge smaller wins, completed projects, or individual contributions shows your team their hard work is valued.

Lead with Integrity.

Ultimately, the foundation of a truly positive work environment rests on a leader who embodies integrity, setting the tone for ethical behavior and building trust with their team.

4 Reasons to Embrace Employee Wellness Surveys

Wellbeing surveys are a powerful tool for gauging employee sentiment and pinpointing areas for improvement. But why exactly should you consider implementing them in your organization? People Element outlines [four compelling reasons to embrace employee wellness surveys](#):



A hybrid workplace has changed the playing field.

While working from home one or more days a week may boost culture and support the ever-important work-life balance in the fallout from the pandemic, it also makes it harder for employers to gauge the well-being and overall engagement of their employees.



The younger generations have different needs.

Millennials, those characterized as born between 1981 and 1996, value purpose and teamwork. In addition to seeking constructive criticism and mentorship, this generation also appreciates positive feedback and recognition for a job well-done.



Employee happiness drives retention.

The Great Resignation means companies are hit harder by turnover and it takes them longer to fill positions. By focusing on employee wellness, you can identify and address areas of frustration or dissatisfaction before an employee chooses to leave.



Making mental health a priority mitigates burnout.

Employee burnout has always existed, but the added stress of living and working through a pandemic has taken a toll on mental health and elevated burnout across the board. Burnout is more than feeling tired or needing a vacation from work.

Demystifying Employee Wellbeing Survey Questions

Crafting effective employee wellbeing survey questions is critical for gathering actionable insights. Ultimately, leaders and employees can collaborate to create a safe and happy environment by addressing the following aspects: sense of belonging; stress factors; personal health resources; feelings of being valued; social support; and health and safety practices. When it comes to asking the right questions in well-being surveys, [here are three important best practices to keep in mind:](#)

Focus on Specific Areas:

Let participants know why the organization is implementing 360 feedback and how it benefits everyone.

Balance Open and Closed Ended Questions:

Use a mix of yes/no and multiple-choice questions for quantifiable data. Also leave room for open-ended questions to allow employees to elaborate and offer suggestions.

Confidentiality is Key:

Ensure complete anonymity for participants to encourage honest responses.

Example Employee Wellbeing Questions

- My manager genuinely cares about my well-being
- I have the resources and support I need to effectively manage my stress
- I am satisfied with the health and safety practices of my company
- Our culture supports work-life balance
- I have someone I can talk to or ask for help with mental or physical health concerns at work

Boosting Employee Well-being: It's Not Just About Surveys

While wellbeing surveys are essential for measurement, they are just one piece of the puzzle when it comes to addressing employee well-being and mental health. Consider these additional strategies to create a more well workforce



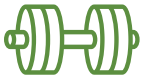
Prioritize Work-Life Balance:

Offer flexible work arrangements, encourage employees to utilize their vacation time, and consider implementing compressed workweeks.



Promote a Culture of Mental Health Awareness:

Destigmatize mental health through workshops, webinars, and readily available resources.



Invest in Physical Well-being:

Offer on-site fitness facilities, subsidize gym memberships, and encourage participation in healthy activities.

The Bottom Line: Investing in Employee Well-being Pays Off

By prioritizing employee well-being, organizations experience a ripple effect of positive outcomes – from increased engagement and productivity to lower absenteeism and turnover. This translates to a happier, healthier, and more successful workforce. [Employee well-being surveys](#) are a powerful tool for measuring and improving well-being, but they should be used in conjunction with a holistic approach that addresses all aspects of employee experience.



From fostering a positive work environment to offering programs that support physical and mental health, organizations can create a culture where employees thrive.

It's easy to get started. Let us show you how.

[Request A Demo](#)