



QUICK GUIDE:
ENABLING WELL-BEING
THROUGH SAFETY

While traditionally we have focused on aspects of thriving such as regular exercise, a healthy diet, and mindfulness, the focus now should be on root causes that prevent access to thriving. There are inequities in our communities and organizations that prevent people from being able to access basic resources, have enough disposable income to live a fulfilling and whole life, or be treated in a way that upholds dignity and respect. Without this level of safety, well-being is not possible. This resource is designed to help you evaluate your own organization to determine how to best support safety to then enable well-being.



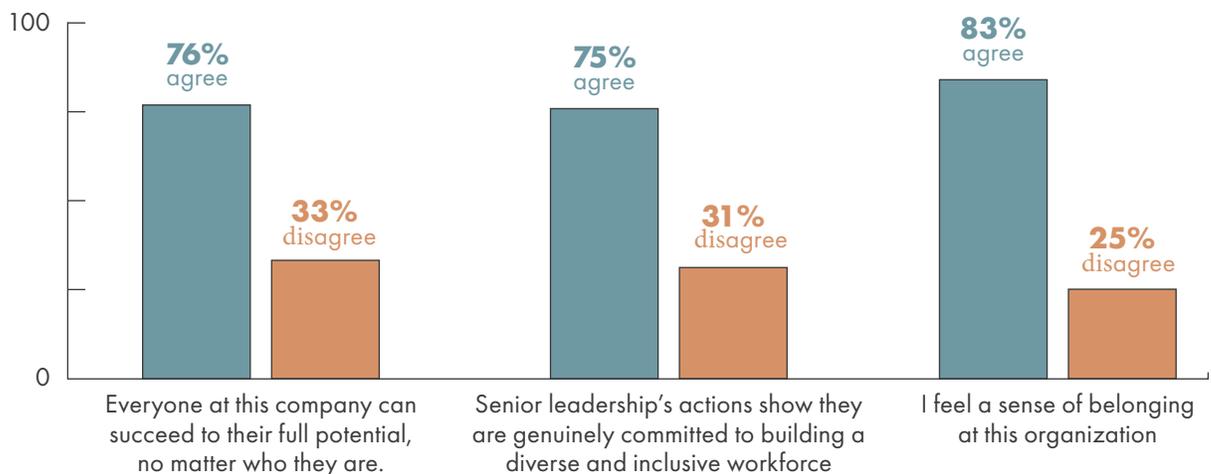
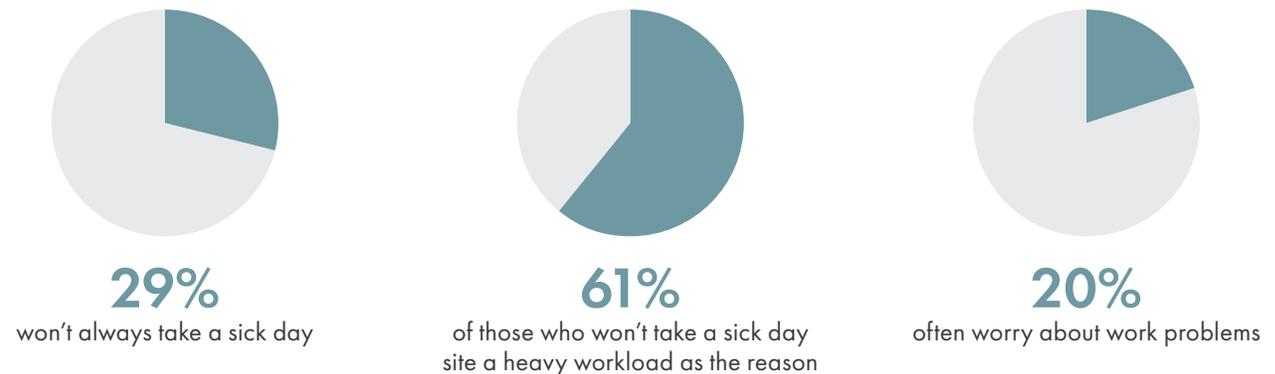
TRUST

Trust is the foundation that allows an organization to operate, lead, and succeed. Many organizations focus on trust through the lens of their customers but lose sight of trust through the lens of their employees. To truly gain credibility, a positive reputation, and a path to continued growth, the trust of your employees is an essential ingredient.

Here are some things to consider:

- » **Communication and Transparency.** These are essential, especially with a remote or hybrid workforce. Open, honest, and timely communication equals informed employees and higher rates of understanding and inclusion. Less communication leads to feelings of secrecy and mistrust.
- » **Feedback.** When there is a lack of trust, employees don't feel safe to provide feedback or set healthy boundaries. Without feedback, progress is less likely as employees will not feel safe or comfortable bringing new ideas to the team.
- » **Inclusion & Equity.** A sustained and visible commitment to diversity, equity, inclusion, and belonging is essential. Remember actions speak louder than words, and when a company says one thing and does another, employees notice and it affects trust in a big way.
- » **Modeling.** Any behaviors/actions that are expected of employees must be modeled from the top first. Trust and compliance are shattered if there appears to be a "Do as I say, not as I do" culture.

More than one-third of people (34%) did not agree that there was open and honest communication at their company.



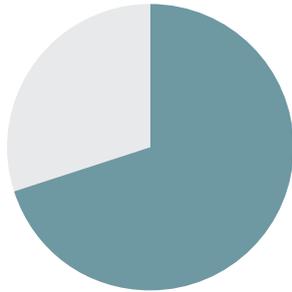


LEADERSHIP

Leaders and employees expect more when it comes to leadership training. High performance doesn't equate to leadership so it is important to remember when promoting people into leadership roles, they need to be trained on how to lead.

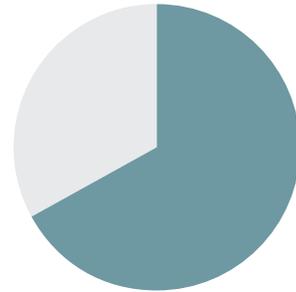
Some things to include in your leadership training are:

- » Building empathy skills in both the leader and their team
- » Conflict resolution
- » Effective listening and communication skills
- » How to recognize and handle burnout and mental health concerns
- » Diversity, equity, inclusivity, and belonging



Only 70%

of employees say their organizations have made sufficient progress towards greater DEIB



Only 67%

say that senior leadership's actions show they are genuinely committed to building a diverse and inclusive company. And those who self-identify as non-binary/transgender view the DEIB efforts at their company as much less favorable overall

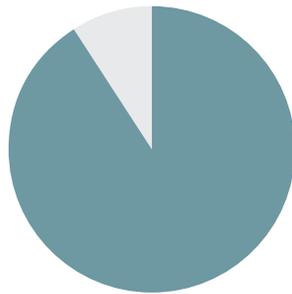


PHYSICAL & DIGITAL WORKSPACES

Whether it be an at-home workspace, a virtual environment, or an office space together, employees need a safe and stable environment with the right tools in order to thrive and perform their jobs to the best of their ability.

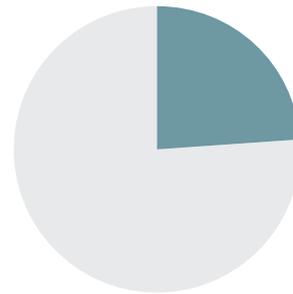
Here are some things to consider:

- » Do employees have the right technology and equipment they need?
- » Is the culture working with your employees or against them?
- » Do you allow employees flexibility and autonomy in their work?



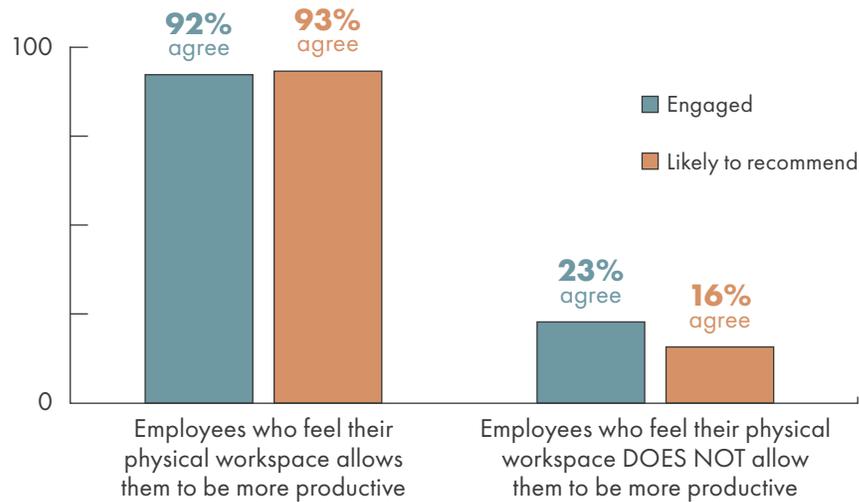
91%

Engagement rate among people who have productivity-enabling tech



24%

Engagement rate among people who do not have productivity-enabling tech



*All stats cited from Qualtrics 2022 Employee Experience Trends report.