

# At-A-Glance: Enhancing employee social well-being.

## New trends in wellness.

While traditional employer-sponsored wellness programs primarily focus on physical health, many employers now include emotional health, and even job satisfaction, as important components of their program design. Today, some employers are shifting toward an even more holistic approach by including topics such as financial security and social connectedness opportunities.



## Why enhance employee social connectedness?

Social connectedness is a key driver of well-being and resilience. Socially well-connected people are happier and healthier, are better able to handle daily stressors, and find solutions to the problems they encounter. Because your employees spend a majority of their time at work, work relationships are very important to their overall well-being. Friendships at work may also promote positive business outcomes.<sup>1</sup>

According to research, people who have a best friend at work:<sup>1</sup>

- Are **7x more likely** to be engaged in their jobs.
- Are better at **engaging customers**.
- Produce **higher quality** work.
- Are **less likely** to get injured on the job.

## ♥ How to help improve social well-being at work.

- 1 Make well-being activities and challenges group-based.
- 2 Create opportunities for employees to work collaboratively.
- 3 Organize activities such as picnics, happy hours or volunteer opportunities.
- 4 Host employee appreciation days throughout the year.
- 5 Create a “social area” where employees can gather to socialize and recharge.
- 6 Encourage team-building exercises, such as office trivia, book clubs or sports team.



### More information?

For more information on how to improve employee total well-being beyond physical, please refer to other At-A-Glance publications including Enhancing Employee Physical Well-Being.