



# HOW WELLNESS?

A successful wellness program should help the company get an ROI of at least \$1.50 per dollar spent on programs. While this can be difficult to measure, ROI take into account retention, reduction in illness and injuries, increased work productivity and employee morale. In order for us to track this we would need to collect and data throughout the program.

## Steps to Take to Start a Culture of Well-Being



**GET TO KNOW EMPLOYEES & THEIR NEEDS**

Knowing simple details about employees can help develop programs that benefit more team members and make employees feel understood and valued.



**BUILD A STRONG HR DEPARTMENT**

An HR department should be 7-9% of an organization. HR has over 15 specialities & organizations that create solid HR teams tend to benefit in both recruitment and employee retention.



**CREATE A WELL-BEING COMMITTEE**

This committee can work w/ department heads to encourage wellness & ensure the programs being offered are a good fit, offered at convenient times & marketed effectively.



**OFFER PROGRAMMING AND SUPPORT**

A culture of well-being allows employees to create healthy boundaries around work, access programs that support their health, and find balance in their lives.