

3 ways to boost your workforce's *well-being*



BetterUp

Mental well-being for your workforce

The success of an organization and the mental health of its workforce are closely linked. And today, the need for mental health and well-being support for employees is more urgent than ever.

As the pandemic stretches on, employees are suffering from social isolation, increased anxiety, and depression. Burnout is at an all-time high, while workers' sense of belonging is at an all-time low. The cascading stressors of the past 18 months have spurred a record number of workers to use mental health resources — something they've come to expect from employers.

But many organizations plan to scale back their benefits in the months ahead. The fact is workers will need more — and more effective — resources to heal from the prolonged stress, trauma, and grief many are experiencing. BetterUp Member data shows that employers must invest in key mindsets and behaviors to drive sustained change over time to shape and impact well-being positively.

Helping employees cope is critical to attracting talent, reducing turnover, and increasing productivity. Organizations that don't promote employee well-being risk suffering from lower morale, less creativity, and lower retention rates. Fortunately, employers have considerable power to support employees' mental health and ultimately improve both employees' well-being and the health of their organizations.

This guide will detail the top three mindsets that leaders need to help their managers and employees cultivate to drive productivity, higher job satisfaction, lower attrition, and reduce stress.

¹Fast Company - Will mental health resources evaporate post-pandemic? September 2021

Three mindsets that increase mental well-being

Resilience

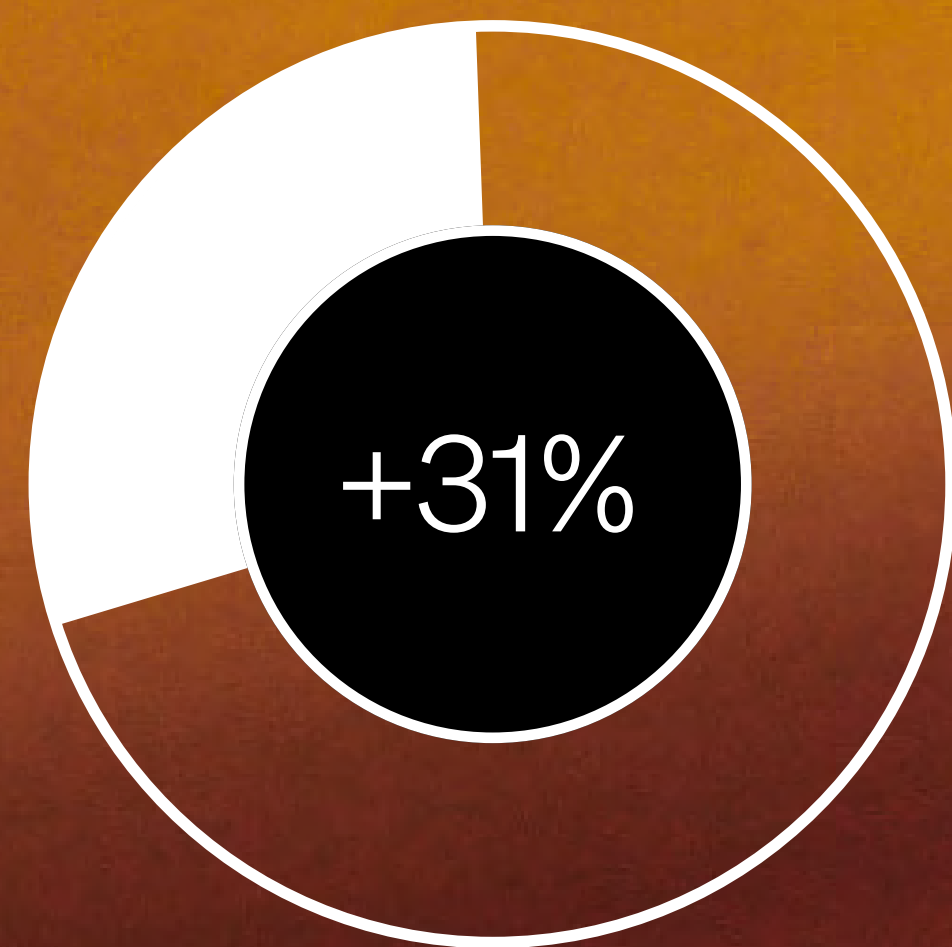
Belonging

Social connection

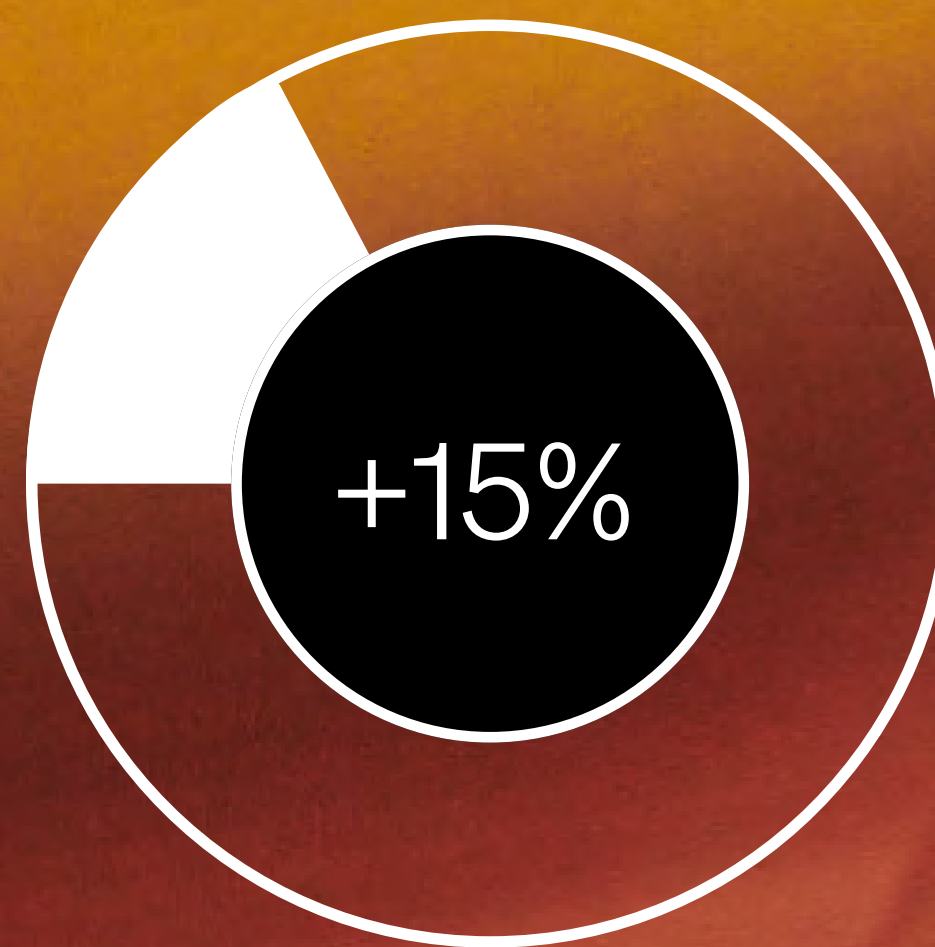
Build *resilience* in
your workforce

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Teams of resilient managers



HIGHER PERFORMANCE THAN TEAMS
WITH LESS RESILIENT MANAGERS



MORE AGILITY

The COVID-19 pandemic introduced immense change and new stressors for organizations and individuals alike while amplifying existing challenges. By now, many workers have adapted to remote work or a hybrid environment, but their heightened stress levels haven't subsided. In fact, a recent survey found that most adults have experienced worsening physical health, including unwanted changes to their sleep, weight, and alcohol use due to stress related to the pandemic. What will keep individuals and organizations moving forward and even thriving in this difficult chapter is building resilience to help navigate all the uncertainty.

Why this matters.

Setbacks and hardships are part of life — there's no way to avoid them completely. But resilience—that sense of inner strength and the belief that obstacles can be overcome — can help people weather the inevitable storms and not only survive but emerge even stronger. BetterUp Member data shows that resilient employees have fared better throughout the pandemic, and when their well-being has suffered, their rebound has been 1.2X bigger versus their peers. And fortunately, resilience is a skill that can be learned and strengthened. What's more, resilient leaders can help employees face adversity, adapt and outperform.

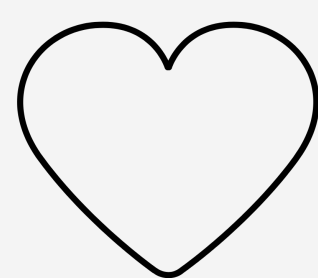
1.2X Bigger

Resilient workers' rebound after their well-being took a hit compared to less resilient workers

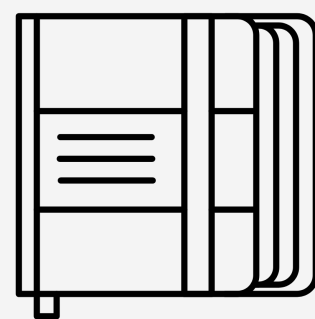
² American Psychological Association - One year later, a new wave of pandemic health concerns, March 2021



How to *take action.*



Encourage employees to take care of their physical health through adequate sleep, hydration, eating well, and exercise.



Promote making time for mindfulness and relaxing activities, such as meditation, a rewarding hobby, or time with loved ones.



Treat challenges as opportunities. Rather than dwell on the limitations you encounter, look for creative solutions.

Promote *belonging*



A sense of belonging is powerful. It's the glue that keeps people together, working toward common goals and encouraging each other, even in the face of difficulty. BetterUp Member data suggests that belonging drives everything from employee performance to their intention to stay at their organization. But right now, 1 in 4 employees say they don't feel like they belong at work. Throughout the pandemic, belonging trended downward, and in April 2021, along with the exodus of talent across the workforce, collective belonging tumbled to a collective low across the public and private sectors.

BetterUp Member Data, March 2020 - September 2021

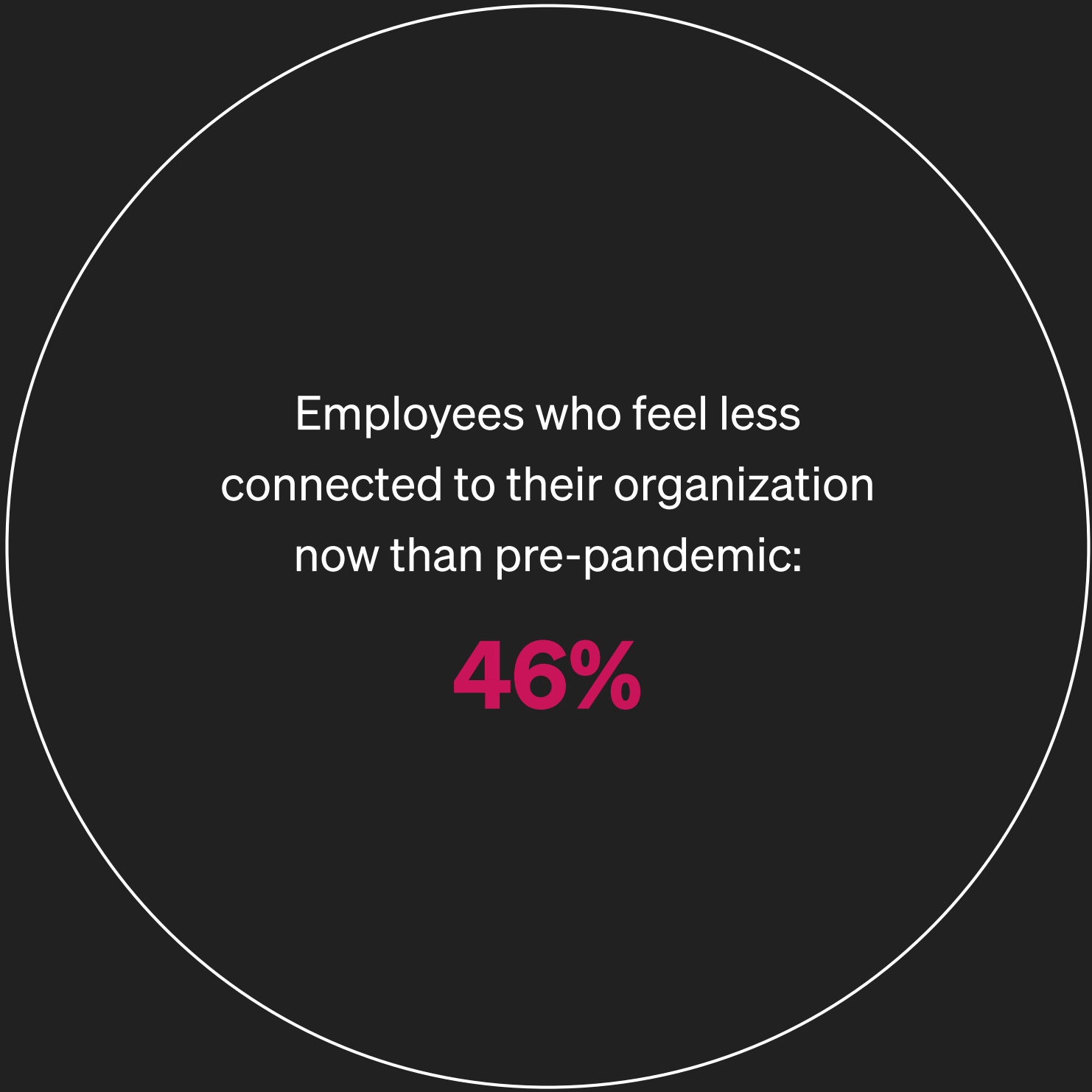
Why this matters.

It can be a real challenge to foster a sense of belonging while also meeting employees' expectations for flexible work arrangements and navigating hybrid work settings. But making employees feel they're part of a team is critical for attracting and retaining talent. Data shows belonging is particularly crucial to keeping working parents and workers from underrepresented groups in their jobs. Most organizations haven't mastered this yet, but the opportunity is immense for those who do—the competitive advantage will be yours.

10X Satisfaction

Employees who have a high sense of belonging: 10X more likely to be satisfied with their job, and 2X as engaged at work

³ BetterUp Labs - Inclusive leadership report, September 2021



How to *take action.*



Ask individuals what they need to do their best work and offer the flexibility they need to feel supported.



Invite your team members to reflect on when they felt excluded or witnessed exclusion happening and discuss how the incident made them feel.



Ask employees to think about what makes them feel included and what remedies to exclusion they can identify.

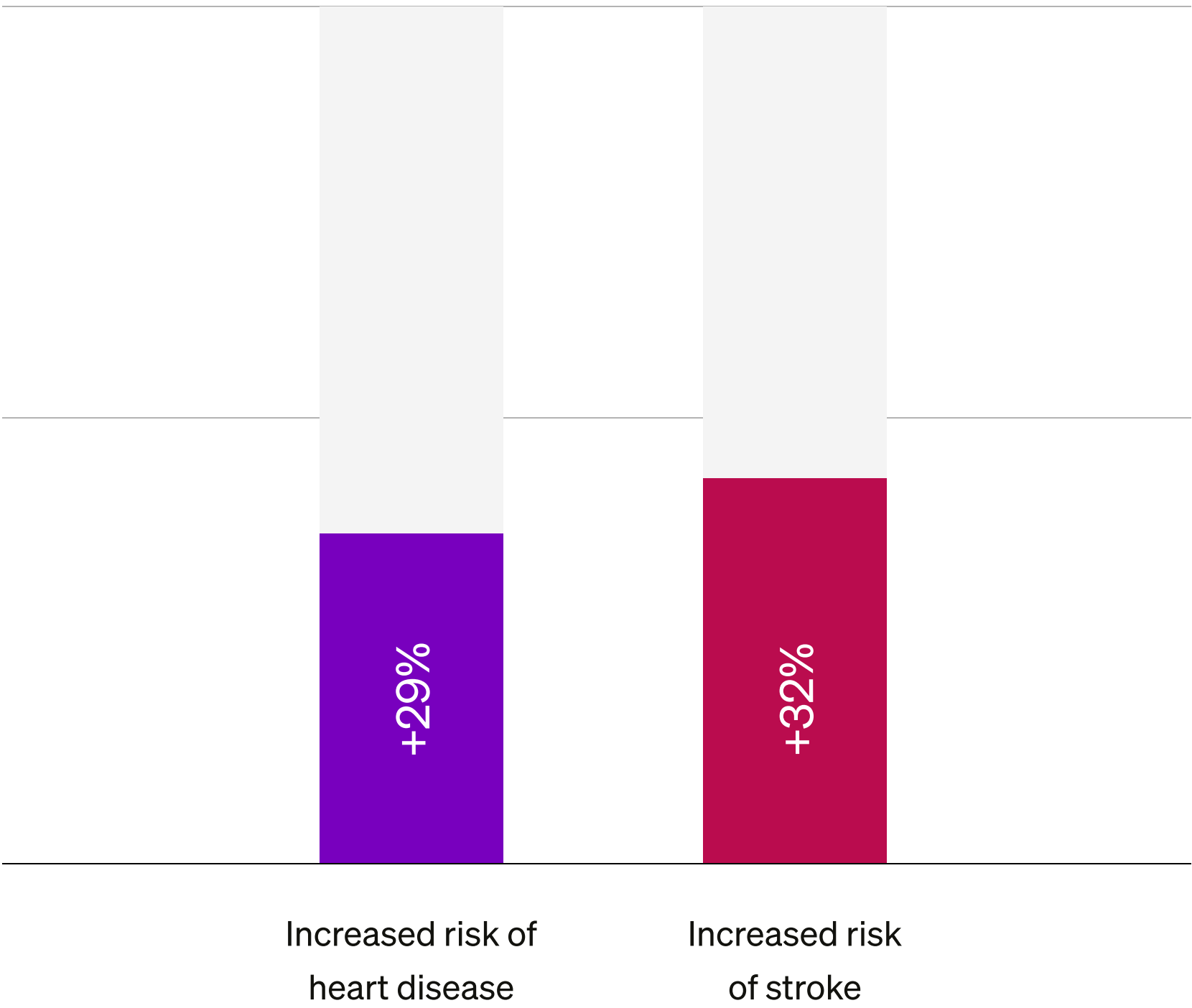
Strengthening social connection



Humans are hard-wired for social connection. And in today’s digital age, many people are inundated with emails, text messages, and video calls. But social connection—those bonds formed through friendly banter or sharing something vulnerable—is often lacking in workplaces. The safety measures implemented during the pandemic and new hybrid work models have dispersed workers, making it harder to develop relationships. Meanwhile, people who work in the office have different access to information, opportunities, and ways to build relationships than their remote and hybrid peers, which in turn has created a two-class system.



In people 50 and older, loneliness was associated with



Why this matters.

Loneliness can take a significant toll on both mental and physical health. Improving social connection is an important step that can increase employees’ health, happiness, and sense of belonging. While hybrid work presents a challenge, the workplace can still serve as fertile ground for the connection and relationships humans need. Organizations that make employees feel seen and known and help build lasting relationships gain a healthier, more content, more productive workforce.

People ages 18 to 25 felt lonely “frequently” or “all of the time”:
61%

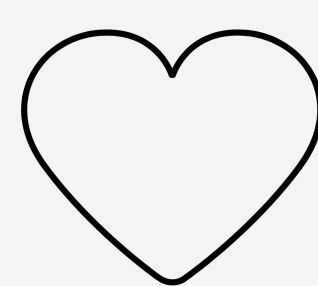
Loneliness was also associated with higher rates of:
Depression
Anxiety
Suicide

Adults who felt alone in 2020:
2 in 3

How to *take action.*



Build strong interpersonal relationships with employees—speak regularly to employees one-on-one, reach out with kind check-ins, and follow up to keep track of the highs and lows they experience and to find out how you can support them.



Foster psychological safety to make it easier for employees to go beyond surface-level conversation. Ask open-ended questions, practice active listening, and validate the issues employees raise to encourage vulnerability, empathy, and open dialogue among team members.

We can help.

BetterUp partners with the world's leading enterprise companies to drive the deep and lasting change in mindsets, behaviors, and skills needed to promote mental fitness and improve well-being. Combining the science, coaching, and leading-edge technology, organizations can now address complex well-being challenges facing their workforces with a personalized, high-touch, and scalable approach.

Coaching

Our certified coaches tap into the individual's personal motivation and values to improve mental fitness and foster a sense of belonging. Specialist and group coaching help address the whole person by providing meaningful development on topics like communication, collaborating and leading remotely, inclusive leadership, and well-being.

Science

Using the world's largest dataset on coaching for human development, BetterUp identifies the most important skills for driving productivity, engagement, and performance in a hybrid world. Our validated assessments personalize the experience by identifying the specific strengths and development areas and targets those with coaching and tailored resources. Track progress and compare your organization to industry benchmarks with a robust suite of assessments, including BetterUp's Employee Experience Index and Belonging Index, proprietary metrics that combine key behaviors and mindsets that our research suggests are the strongest predictors of positive business outcomes, belonging, and inclusion.



Technology

BetterUp's platform builds focus and accountability through personal goal tracking, handpicked resources mapped with those goals, and nudges to keep users on track and notify them of other learning opportunities.

Improve the well-being of
your entire workforce.

[Schedule a demo](#)

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