

Everyone Thrives

Cracking the “Wellness Code”

We’re not robots. We all find energy in different outlets and feel at home in different environments. With so many individual differences, how do business leaders create an atmosphere that promotes fulfillment for everyone? Starting with a focus on harmony and community, **humanworks** is here to help you crack the “wellness code” to establish balanced, energizing environments in which everyone can live their best life. But before you explore the components of a well culture, let’s expand our thinking beyond traditional physical wellness and consider why employers are saying “yes” to well-being.

What do businesses strive for with a focus on employee well-being?



Healthier & Happier Workforce

We care about our employees and want them to live well - both inside and outside of work.



Reduced & Controlled Costs

We want to be smart health care consumers and manage expenses so we can keep premiums low.



Recognition & Recruiting

We know our culture of well-being attracts new top talent to our organization and gets our name out there.



Employee Engagement

We believe our team will be more present, more productive and more connected when they are well.

A Culture Centered on Well-Being

Businesses that seek the benefits of employee “wellness” often struggle to create an atmosphere that promotes fulfillment for everyone. Why? Because they lack critical components of a well culture. Having a well culture means the daily decisions your employees make for their own well-being are supported by the organization. That’s how people thrive, 365 days a year.

humanworks believes these components are essential to building a culture of well-being:

- Leader Ownership and Engagement
- Foundation of Core Values
- Activations that Teach and Inspire
- Incentive-free
- Access to Coaching and Support
- Ongoing Two-Way Communication
- Interwoven with Total Rewards
- Ambassador Engagement
- Individualized Paths
- Give Back Elements
- Family Involvement
- Celebration and Recognition
- Pillars of Purpose, Balance, Nutrition and Movement
- Annual Culminating Event Comprising All Above Components

How to Elevate Your Organization →

What is the humanworks process for elevating your organization's well-being?

Step 1: Evaluate Well-Being Practices

Where are you right now? What's working and what's not working?

We complete an audit of your organization's well-being efforts through conversations with leaders and employees and reviewing communications, activities and other initiatives. We use data from benefits to establish priorities.

Step 2: Engage Your Leadership Team

What responsibility does a leader have?

We start with a self-reflection tool called the Leader Well-Being Self-Assessment and guide your leaders through establishing wellness priorities through sharing action ideas. We expand wellness thinking into business strategy through a well-being-focused planning session to determine milestones, engagement touchpoints and quick wins.

Step 3. Lead Wellness Team Session(s)

Who are your ambassadors?

We engage members of your organization who touch well-being strategy in a workshop centered on The Well-Being Roadmap tool to set the foundation for your team as they begin planning.

Step 4. Create Feedback Opportunity

What challenges do you need to overcome? What ideas do your employees have?

We establish questions and appropriate methods for collecting employee insight. Upon completion, we identify, discuss and solve key concerns, strengthen relationships with internal well-being advocates and re-engage leaders in an conversation about employee responses.

Step 5. Plan for the Future

How do you deliver a consistent value?

We get our hands dirty as we collaborate with you to plan out the year at a tactical level. We'll direct you to abundance relationships and experts in the field. Together, we'll document your ideas and get them into a roadmap, all with your organizational values at the heart.

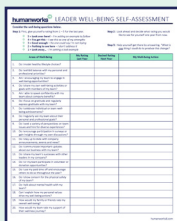
Step 6. Measure & Gain Momentum

How well are your efforts working? How can you maintain momentum?

We hold you accountable to the plans you've made and make the learnings greater than the experience. We continuously connect the dots between benefits data and these outcomes.

Well-Being Tools by humanworks

Leader Well-Being Self-Assessment



A resource for use by your people leaders, designed to ignite conversation, evaluate the current state, address areas of opportunity and establish priorities for each individual.

The Well-Being Roadmap



A resource for use by your entire employee population, designed to establish values, identify challenges, brainstorm strategies and create accountability for milestones tied to Purpose, Balance, Nutrition and Movement.