

The ultimate guide to winning with workplace wellness



Introduction

Have you heard about the many benefits of workplace wellness? These programs are based on the idea that happier, healthier employees are also more productive and engaged at work.

Workplace wellness has grown into an \$8 billion industry, with 84% of large companies and 50% of small companies offering some kind of wellness program.

So, if you're still not sold on the benefits or unsure how to start creating your own program, this eBook can help. In **Part 1: Why should you invest in wellness?** we'll answer your questions about how wellness programs can benefit both you and your employees.

Then, in **Part 2: How to build a successful wellness program**, you'll get a better idea of how to create a program that works for your employees and meets business goals. We'll share the most common types of wellness programs and walk you through everything you need to know to create a healthier place to work.



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Why should you invest in wellness?

It's always a good time to either launch or expand the wellness offerings within your workplace. That's because today's employees demand and depend on wellness to be integrated with workplace culture to support their work-life balance and overall well-being.

While some employers have reservations about these initiatives, the issue of cost and maintenance may arise. If these concerns resonate and you're wondering why your business should be involved in employees' health, continue reading as we address some of these concerns and explain why these programs are worth the investment.



Workplace wellness can be cost and time effective

There are many ways to improve workplace wellness without breaking the bank or taking time away from other parts of your business. We'll get into a few examples later in this eBook, but it's important to remember that one of the most impactful ways to improve employee wellbeing is to foster a culture that promotes and accommodates their health. This attitude can make a real difference in reducing stress and encouraging employees to seek care when they need it most.



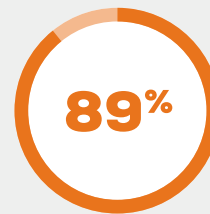
Work consumes a large part of our everyday lives, which is why it is a crucial component of overall health

Most of the world's population will spend one-third of their adult life at work. By prioritizing employee wellness and helping your team make good health choices, you can positively impact a significant part of their lives. And if you're wondering how employees feel about these programs, close to 60% agree that their employer should play an active role in improving their health.

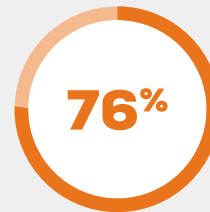


Wellness programs impact overall business success

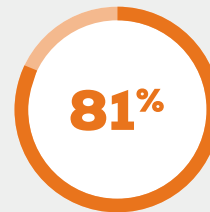
When it comes to the question of whether wellness programs are worth the investment, the answer depends on your goals. While it can be challenging to measure the exact return on investment of a wellness program, employers shouldn't discount the value. Wellness programs have demonstrated a positive effect on employee **productivity, engagement, retention, and recruitment.** These improvements are known to impact profitability, growth, and overall business success.



of workers at companies that support well-being initiatives say they would recommend their company as a good place to work



of employees agree that employers have a responsibility for the health and well-being of their employees



of employees think it is important that employers support their well-being by offering health and wellness programs in the workplace

Sources: [APA](#), [MetLife](#), [Optum](#)