



24 tips for improving

ORGANIZATIONAL SUPPORT

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It's easy to talk about organizational support. But how can you truly encourage well-being improvement at every level?

**HERE ARE 24 PRACTICAL
WAYS YOU CAN ELEVATE
YOUR AUTHENTIC
COMMITMENT TO
EMPLOYEES.**



MANAGER SUPPORT

Managers don't always understand how to talk with their employees about well-being. Educate all managers (even those with only one direct report) on how they can support improvement.

- Provide clear instructions for managers on how to talk with employees about well-being and how to overcome hurdles
- Be a role model for well-being improvement by taking daily stress breaks and setting personal goals
- Send frequent messages of support and encouragement (like thank you cards or recognition during team meetings)



TEAM/PEERS

An employee's teammates are valuable resources (and cheerleaders) for well-being support.

- Encourage employees to connect socially, recognize achievements and cheer each other on
- Spark friendly competition and build community through team-based challenges
- Share supportive comments and success stories across the organization



SOCIAL NETWORKS

Formal and informal social networks can provide great support for well-being improvement.

- Create well-being champion support networks
- Find ways to connect employees across business groups and locations
- Ask employees across the organization to schedule “micro-motion breaks,” motivating everyone to get up and move 1-2 minutes every hour



PHYSICAL WORK ENVIRONMENT

Small enhancements to a workspace can make a big difference in supporting employees.

- Post motivational reminders in the kitchen and common areas to encourage healthy activities
- Assess the level of focused work people can do in their work areas — is it too loud? Is there too much foot traffic?
- Provide on-site resources for well-being improvement (things like natural light, healthy snack options and common rooms)





STRATEGIC ALIGNMENT

Organizations that show a direct connection between their business strategy, people strategy and wellness initiatives will be the most likely to succeed on all fronts.

- Give an explicit reason for why well-being improvement matters to the organization
- Align wellness program design and incentives to specific business strategies
- Share data across groups focused on culture, HR, employee engagement, learning & development, volunteering, marketing and leadership



LEADERSHIP SUPPORT

Leaders highlight and define the value of well-being with their personal examples and reinforcement.

- Share a video of your executive sponsor discussing his/her sincere commitment to employee well-being
- Model positive behavior through everyday actions — like taking lunch breaks and vacations, setting tech boundaries, and actively promoting well-being challenges
- Reinforce the importance of well-being in **all** written and verbal communications



CULTURAL SUPPORT

Culture tells employees what's acceptable — so it needs to visibly (and authentically) demonstrate support for well-being improvement through policies and programs.

- Conduct an audit to understand how ready your organization is to support well-being
- Create tangible processes and materials that incorporate your company mission and values
- Build well-being measures into corporate policies (i.e., paid vacation time, volunteer days, on-site fitness events)



TOOLS & PROGRAMS

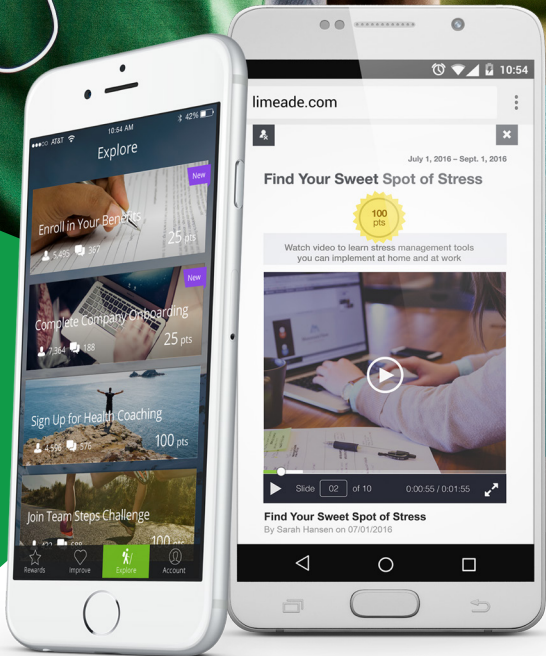
The well-being activities, tools, campaigns, platforms and programs that an organization invests in send a message about how the organization supports well-being improvement.

- Create a positive program that people love and want to use
- Build a well-being experience that easily integrates with all HR initiatives
- Hold leaders and managers accountable for participating in well-being programs



LET'S TALK

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