

Wellness **At Work** **Mini-Guide**



The State Of Mental Wellness

Mental health is as important as physical health. Anxiety + depression are on the rise.

Anxiety is high, particularly among the newer workforce.



Focusing On What Matters

When we get back to what matters most in business it's about creating supportive, safe environments for teams to grow and flourish and creating and delivering awesome experiences consistently to clients.



Let's Be **Honest**

When we think of mental health, we gotta see all the areas of the business that may be having a not so awesome impact on folk's well-being and may be impacting your turnover; lack of culture, absent leadership, service timing being too short to be thorough + consistent, conflicting schedules, unhealthy boundaries, hustle culture, glorifying busy, toxic positivity... etc.



Generation **V**(alue)

➡ **The current and future workforce has some clear values + and beliefs.**

➡ **Mental health is wealth**

➡ **Purpose + brand values matter as does transparency**

➡ **Equity, equality, inclusivity**

➡ **Feeling seen, safe, supported, and valued**



It may be time to reassess



Brand Story
Team Handbook
Team Agreements
Tenant Agreements
Career Path
Schedules
Benefits
Training
Coaching



Wellness At Work Could Look Like

- **Wellbeing benefits**
- **Equipment, tools, environment**
- **Self-care days**
- **Self-care resources**
- **Self-care savings account**
- **Social media break coaching**
- **Meditation Apps on iPad**
- **Noise canceling headphones**
- **Essential Oils**
- **Protein-rich snacks**
- **Unlimited water**



Mental Health At Work Could Look Like

- **Mental health days**
- **Mental health resources**
- **Mental health savings account**
- **Mental health books**
- **Mental health classes**
- **Grief days**
- **Burnout bonus**



Next Steps

Look at your current brand and culture and ask yourself if it is prioritizing mental health and wellness

Ask your team (if you have one) how you can better support their mental health and wellness

Determine how you can infuse mental health and wellness into your business and the benefits

Many of these ideas can also be applied to your clients

Ask for help and guidance, which we offer. YAY!



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