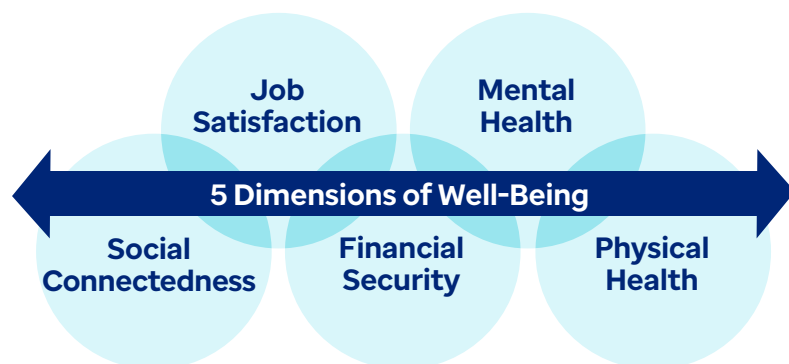


At-a-glance: Enhancing employee social well-being

New trends in wellness

While traditional employer-sponsored wellness programs primarily focus on physical health, many employers now include emotional health, and even job satisfaction, as important components of their program design. Today, some employers are shifting toward an even more holistic approach by including topics such as financial security and social connectedness opportunities.



Why enhance employee social connectedness?

Social connectedness is a key driver of well-being and resilience. Socially well-connected people are happier and healthier, are better able to handle daily stressors, and find solutions to the problems they encounter. Because your employees spend a majority of their time at work, work relationships are very important to their overall well-being. Friendships at work may be beneficial for the employee and the employer. Friendships at work can foster a sense of belonging and loyalty, reducing turnover rates and contributing to a stable and cohesive team. People are more inclined to stay in jobs where they feel emotionally invested and have strong social ties.¹

How to help improve social well-being at work

1. Make well-being activities and challenges group-based
2. Create opportunities for employees to work collaboratively
3. Organize activities such as picnics, happy hours or volunteer opportunities
4. Host employee appreciation days throughout the year
5. Create a “social area” where employees can gather to socialize and recharge
6. Encourage team-building exercises, such as office trivia, book clubs or sports team
7. Organize employee resource groups, groups employees can join based on shared interests, communities, or identities.
8. Offer mentorship and/or peer coaching opportunities
9. Encourage Employee-led hobby groups where like-minded employees can connect doing the activities they enjoy together
10. Host “Coffee Talk” breaks where employees can enjoy casual conversation. Consider introducing a weekly theme as a conversation starter.

1. The Pros and Cons of Work Friends. BusinessMirror. <https://businessmirror.com.ph/2024/10/23/the-pros-and-cons-of-work-friends/>. October 2024. Accessed October 2024.