

This worksheet will help you to evaluate your organisation's readiness and identify key considerations for creating a successful wellbeing strategy. Reflecting on these key questions will provide your organisation with clarity, identify potential challenges, and establish a strong foundation for implementing a successful wellbeing strategy.



WHAT ARE THE SPECIFIC AIMS AND OBJECTIVES WE AIM TO ACCOMPLISH THROUGH A WELLBEING STRATEGY?

Consider desired outcomes such as enhancing employee morale, reducing absenteeism, increasing productivity, and fostering a positive work culture.



WHAT ARE THE CURRENT CHALLENGES AND PAIN POINTS REGARDING EMPLOYEE WELLBEING WITHIN OUR ORGANISATION?

Identify specific issues impacting employee wellbeing, such as high stress levels, work-life balance, physical and mental health challenges, staff conflicts, and increased absences.



WHAT EXISTING RESOURCES AND SUPPORT SYSTEMS ARE IN PLACE TO ADDRESS EMPLOYEE WELLBEING?

Evaluate the effectiveness and areas for improvement of current programs, policies, or initiatives aimed at employee wellbeing.



HOW WILL WE COLLECT FEEDBACK AND INPUT FROM EMPLOYEES TO UNDERSTAND THEIR NEEDS AND PREFERENCES?

Explore strategies to engage employees in decision-making, such as surveys, focus groups, one-on-one discussions, or suggestion boxes.



WHAT BUDGET AND RESOURCES ARE WE WILLING TO ALLOCATE FOR IMPLEMENTING AND MAINTAINING A WELLBEING STRATEGY?

Assess the financial resources, personnel, and time commitments required to develop, launch, and sustain a comprehensive wellbeing strategy.



HOW WILL WE MEASURE THE SUCCESS AND EFFECTIVENESS OF THE WELLBEING STRATEGY?

Define key performance indicators (KPIs) to track the impact of the strategy, such as employee satisfaction surveys, reduced turnover rates, or improved health metrics.



WHAT SUPPORT AND TRAINING WILL BE PROVIDED TO MANAGERS AND SUPERVISORS FOR EFFECTIVE IMPLEMENTATION AND PROMOTION OF THE WELLBEING STRATEGY?

Consider the need for training programs, resources, and ongoing support to equip managers with the skills and knowledge to support employee wellbeing.



HOW WILL WE ENSURE CONTINUOUS COMMUNICATION, ENGAGEMENT, AND PARTICIPATION FROM EMPLOYEES DURING THE IMPLEMENTATION PROCESS?

Develop a communication plan to keep employees informed, engaged, and motivated, ensuring their involvement and ownership in the wellbeing strategy.



WHAT STRATEGIES WILL WE IMPLEMENT TO SUSTAIN THE WELLBEING STRATEGY IN THE LONG TERM?

Outline plans to monitor progress, evaluate effectiveness, and make necessary adjustments to ensure the strategy remains relevant and impactful over time.