



Culture and leadership best practices for a healthy workplace

Workplace culture is the mix of values, beliefs, and expectations that a group holds in common. Company culture signifies to employees what is acceptable behaviour and how to solve problems. A culture that focuses on employee health can lead to greater employee retention and more productive employees. Leaders play a large role in setting this tone within the workplace.

Key elements:



Set the right tone for your workplace culture

Leaders set the standards and tone within a company. They have a key role in ensuring their employees have a healthy and safe workplace. Leaders shape the culture of a workplace and culture is the bedrock of a company's health strategy.

A workplace culture centered around health promotes several benefits, including:

- Employee well-being and morale
- Job satisfaction
- Commitment to the company
- Social support
- Talent retention and attraction

A healthy and safe workplace culture makes employees feel more comfortable to come forward with their health concerns. It plays a crucial role in retaining employees by enabling them to remain at work. It also offers a vital support upon their reintegration following a period of disability leave.

What happens when a culture isn't supportive?

A negative culture:

- Can undermine the effectiveness of the programs, policies and services put in place to help your workforce
- May increase stress and burnout which lowers employee well-being
- Can increase employee turn-over

A poor workplace culture can cause negative health outcomes among employees. Employees tend to be less productive and engaged. Employees are also less likely to want to engage in shared problem solving.



Show a commitment to health and wellness

Leaders should show a sincere commitment through their actions. This means:

- Advocating for employee well-being
- Making sure there are enough resources to support the work
- Engaging and working with employees
- Taking part in health and wellness activities.

To create a workplace where health and wellness are a priority, business owners and leaders will need to invest in resources such as:

- funding
- people
- tools
- time

These resources are used for things like:

- building a plan
- coordinating events
- giving employees time off to take part

You may also want to identify a sponsor or champion. This could be the company owner, a manager or an employee who is passionate about workplace health and wellness. They need to have the full support of leaders. The champion or sponsor will help to advocate for employee well-being and engage employees.



Write a statement that describes the commitment

Example of Sun Life's statement:

As we help our Clients achieve lifetime financial security and live healthier lives, we want the same for you. Sun Life cares about your well-being and is committed to providing Wellness programs that support the three pillars of your health – your mental, physical and financial wellness.

Creating this statement can help set the tone for employees. The statement should be visible to all employees and address physical, mental, and financial health.

Your statement can be as simple as the following:

We are committed to the health and wellness of our employees. We strive to make sure that our policies, practices, and programs aim to maintain your physical, mental, and financial health.

Here are some tips:

- Make a company-wide announcement about your commitment to health and wellness.
- Make the statement align to the overall workplace vision and values.
- The statement can be added to a current vision statement or created as a stand-alone.

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