

Employee Well-being Guide

4 actionable ways a wellness
program can help you
overcome burnout.



Why you need this guide

In this cutthroat digital era, every employee wants to bring their A-game with plans to move up the corporate ladder. At some point, everything will be too much to handle.

This is what leads to burnout.

Burnout can creep up on even the strongest workers, affecting their productivity and mental health.

Some alarming burnout stats:

- 29 per cent of UAE workers faced burnout.
- 35 per cent feel isolated or disconnected from their colleagues.
- 34 per cent of workers faced unmanageable and extra work-hours.
- 23 per cent of workers said that too many meetings disabled them from properly focusing on work, thus leading to stress.
- 70 per cent said they experience stress at least once during the working week on a regular basis.
- 55 per cent of employed professionals feel stressed at work.
- Burnout is responsible for nearly 20% to 50% turnover, depending on the company.

- 70% of employees state that if another employer offers better practices around burnout, they will quit their current workplace.
- 89% of employees faced burnout in 2020 alone.

The problem with employee burnout is that it's not necessarily due to working too much. Instead, **it's often the work conditions that lead to employee burnout.** Hence, it's crucial for companies to take a proactive role and learn how to deal with employee burnout.

A holistic and systems-based approach is the best way to address and even prevent the epidemic of burnout in the workplace. **Wellness at the workplace gets your employees back on track** and reverses the signs of burnout in no time!

4 Actionable Ways To Use Wellness To Beat Burnout →

Step 1: Prioritize Employee Well-Being For a Healthy Organization pg 5

Step 2: Emphasize Mental Health pg 10

Step 3: Leverage The Benefits Of Group Wellness Activities pg 13

Step 4: Encourage Preventive Care pg 16

Step 1:

Prioritize Employee Well-Being For a Healthy Organization

Taking care of your employees' well-being is just as important as building your brand and developing your product. Everyone knows that **happy and healthy** employees are more productive.

But when your employees may perhaps be dealing with multiple stressors such as finances, the fear of losing their job, working from home challenges, as well as safety and family concerns, **as an HR, how can you set the stage?**

First off, **don't approach well-being as a firefighting measure.** For example, simply introducing an ad hoc well-being program when you see a dip in employee morale in the last survey to get numbers back up makes little sense.

Rather than being a reactive measure, **you must implement well-being proactively and strategically.**

Employers can help foster their employees' well-being by thinking more holistically. By expanding the definition of wellness to more than just physical health, you have an opportunity to **achieve “a healthy organization.”**

A Healthy Organization

A healthy organization not only has healthy employees but also **healthy business practices, job design, and reward systems**. It's an organization that thrives under stress. And, it's a company with financial and business results to envy.

The Healthy Organization Framework

The framework comprises of 7 elements and 24 dimensions, each of which contributes to burnout in different ways.



Physical
health



Mental
wellbeing



Financial
fitness



Social health &
community
service



Safe workplace



Healthy
culture



Technology &
HR capabilities

The Healthy Organization Maturity Model

Organizations fall into **four levels depending on the well-being practices they deploy**, with companies operating at Level 1 seeing the least positive impact and Level 4, the most.



Source: The Josh Bersin Company, 2021

Level 1: Employee Safety - At the bottom level of maturity, companies **focus on a physically safe environment** - investing in accident prevention, mitigation of on-the-job injury, etc. Limited attention is paid to financial, social, or career health, and mental health.

Level 2: Employee well-being - There's a change in mindset at this stage. Organizations begin to tune in to the voice of the employee, **designing and delivering health-centric offerings** with the workforce in mind. Here, well-being expands to include social, career, and financial elements.

Level 3: Healthy Work - Here, organizations protect the holistic well-being of their people. Managers actively help balance workloads, and job processes are continually scrutinized to eliminate obstacles. **Rewards and recognition feature at this level as well, and employees are provided with more opportunities to develop and grow.** At this stage, leaders have begun to take more accountability for well-being, but it's not yet embedded in the culture.

Level 4: Healthy Organization - Companies at Level 4 have moved away from the notion of delivering well-being offerings. They have a global view of health and **continually seek to improve work, workers, and the organization.** Business practices reflect the company's commitment to health, and well-being becomes a part of the culture. Leaders in **Level 4 organizations actively sponsor well-being, and accountability is distributed across the enterprise.** When companies reach this pinnacle of health, they outperform in every way—delighting customers, retaining the best talent, and unleashing innovation.

Now that you know where your company stands on the [Healthy Organization Maturity Model](#), let's put this foundational knowledge to work.

Here are some actionable solutions you can implement.

Strength of impact: ● Moderate ● Medium ● High ● Very high

Physical health	Mental wellbeing	Financial fitness	Social health & community service	Safe workplace	Healthy culture
Access to personal health & fitness programs	Focus on positive mental health	Fair and equitable compensation practices	Opportunities for workplace connections	Safety prioritizes in all roles and jobs	Wellbeing across the company
Focus on preventive care	Coaching & communication	Financial counselling and support	Positive employee life experience	Inclusion, diversity, and psychological safety	Human-centered leaders & managers
Critical healthcare support	Balanced work-life integration	Meaningful rewards	Empathy & support for caregivers	Safe & healthy facilities & work sites	Healthy ways of working
Personalized benefits	Praise & application	Opportunities for growth & progression	Community giveback & partnerships	Equity & accessibility for all employees	Commitment to the environment

These practical and action-oriented recommendations help advance your efforts in becoming a healthy organization. It will be worth it: [companies at the highest level of maturity dramatically outperform others](#) on financial, people, and innovation metrics.

Step 2:

Emphasize Mental Health

Recently, Blind, an anonymous community app for the workplace, conducted [a study on burnout](#). Some well-known organizations ranked in the top 10 positions with the highest burnout - Expedia at number four, Oracle at six, Snapchat at eight, and Cisco at ten. Yahoo, LinkedIn, Pinterest, Google, and Apple were somewhere in the middle. The one with the least burnout was Netflix!

Here is what five UAE employers are doing to improve workplace mental health:

1. [‘Bacardi Assist,’](#) a free counseling program that connects individuals to mental health professionals - [Sanjit Singh Randhawa, Managing Director, Bacardi UAE.](#)
2. [‘PepFit,’](#) aims to ensure the mental well-being of its employees through self-awareness, self-assessment, and self-care interventions - [Pavitra Singh, CHRO, PepsiCo.](#)
3. [#SelfCare](#) - A day for employees to take the day off to recalibrate and rest - [Amit Prakash, CHRO, a consumer goods firm.](#)
4. [‘Lead by example,’](#) where CEO and senior leaders communicate often through various channels across all levels of the organization - [Piyush Mehta, Chief HR Officer, a services firm.](#)
5. [‘Engage, understand and support staff,’](#) where consultations take place with therapists and experts - [Yuvaraj Srivastava, Group CHRO, a travel company.](#)

Ultimately, there are times when everyone feels spread thin or overwhelmed. However, when repeated stress pushes you to **a state of complete fatigue we call burnout, it's a significant issue**. This, affects both well-being and performance, in the workplace and personally.

Before it gets out of hand for your organization, take matters into your hands with **an employee burnout survey and nip any issues in the bud**.

Understanding the Employee Burnout Survey

Such surveys are **designed to gauge and identify burnout**, along with any sentiments or occurrences that may lead to it. HRs and employers can use the insights to harbor positive change.

How to Set Up an Employee Burnout Survey

Identifying the cause of burnout is important. An employee survey can be valuable in identifying the issues, but you will **need to ask the right questions and be ready to act on them**. Make sure you collect information that you know you will act on.

Some questions to get you started are:

1. Have you ever experienced burnout in this job?
2. Have you ever come upon any stress in this job?
3. How often do you experience stress on the job?
4. What is/are the most stressful aspect(s) of your position/ working at [company name]?
5. What can we do to help you diminish employee burnout?
6. What can we do to help you feel happier at work?
7. Have you ever taken a sick day due to employee burnout?
8. How many days have you worked during after-hours or off days because you could not finish during work hours?
9. What can we do to help you feel happier at work?

When you prioritize mental health, of course, you get to avoid any undesirable results but it's more about giving your staff the chance to be better versions of themselves. Ensure you communicate to your workforce that while your focus is reducing burnout, **it's also improving overall well-being**. You want employees who perform well, thrive, and feel good both inside and out!

Step 3:

Leverage the Benefits of Group Wellness Activities

Google has answers to every one of your questions, including workplace wellness!

There's a page on Google's career site called **"How We Care for Googlers."** It's the textbook for effective employee well-being. We're highlighting it here because just like wellness activities, they may not have an on-site yoga teacher, but everything they offer covers nearly all aspects of well-being - health, fitness, fulfillment, and a very good work/life balance.

When it comes to family, Google gives its employees retirement savings plans, generous parental leave policies, etc. to **ensure they can spend as much time with their families.**

Coming to healthcare, in the office, they serve nutritious and healthy meals. **Besides this, to keep spirits up every space is bright and full of natural light.** There are also on-site gyms and a few locations even offer services like a chiropractor and a masseuse.

While all this looks amazing, a simple step in the right direction for your organization is wellness activities. As narrated earlier, akin to Google's offering, **wellness activities will target multiple facts of well-being** like physical, financial, social, mental, etc.

Some Benefits of Wellness Activities



A team that works well together is more effective, more productive, and more successful — not to mention **happier and more fun to work with!** Wellness activities should not feel like a chore. It can also be fun. Events like group classes are excellent opportunities for employees to get to know each other better and form stronger bonds.

How Do You Bring Wellness into the Workplace?

The easiest way to bring wellness activities to your workplace is via an **external source**. This will not only lift the workload off your shoulder, but also ensures you have a panel of experts who know what they're doing. Maybe you can share your insights from the mental health survey so you can **taylor-make sessions** according to your findings.

Action plan to implement a workplace wellness program:

- 1: Survey your organization's needs
- 2: Establish a budget
- 3: Analyze the different providers and the benefits offered
- 4: Match your needs with the offerings provided
- 5: Negotiate the best price
- 6: Implement the workplace wellness program
- 7: Track the program & optimize for the best results

Partnering with a **health benefits provider like Amzo** gives you the dual advantage of group health insurance along with added health benefits, including wellness activities, **at no extra cost**.

Your employees can enjoy **sessions with industry experts on a variety of topics**. From sessions on heart attack to sleep cycles to intermittent fasting to women's health like PCOD to dealing with FOMO to coping with procrastination to your own happiness, the **numerous sessions spread throughout the month** cater to various aspects of well-being.

Step 4:

Encourage Preventive Care

When you speak of prevention, it's difficult not to mention the famous saying by Benjamin Franklin, "An ounce of prevention is worth a pound of cure."

Diseases like diabetes, heart disease, obesity, arthritis, etc. are some of the most common, deadliest, and the costliest.

The good news - you can prevent many such conditions. **How?**

Routine, preventative care helps you not only detect but also treat, prevent and reverse many health conditions. Think of it as **the best armor in your defense** against countless possible health issues.



What is Preventive Healthcare?

You likely engage in some form of preventive healthcare frequently. Be it regular exercise, seasonal flu shots, or deciding against that extra slice of cake. You take these **preventive measures to protect your health and prevent future health problems**. Without your knowledge, you engage in preventive healthcare to improve your health.

In essence, preventive health care consists of **health care services that help you stay healthy** or screen for illnesses early on. How it works is by detecting health problems early when they're most treatable, before you have symptoms or fall sick, or avoid potential health problems.

Why is Preventive Health Care Important?

Preventive healthcare plays a significant role in employees' overall health and well-being. For starters, **preventive care helps delay or even avoid the onset of chronic conditions** that influence living a full and maintaining a healthy life. This is reason enough to embrace preventive healthcare.

If you need more, here's another one. Primary care results in sizable savings in your group health plan by **aiding employees to steer clear of surgeries, medications, and costly medical care services**. Early preventive screenings, flu shots, and more help detect any early warning signs before they become serious

and potentially expensive to treat. This is one reason you shouldn't overlook the importance of preventive care, and ensure you make the best use of your preventive care benefits.

What Should You Do?

Preventive care is only effective if your employees take advantage of it. How can you encourage your workers to use preventive care, and **why should you make it a priority?**

Simply put, the more your employees take advantage of preventive care, the **more cost-effective** their care becomes. Early disease detection and preventive care help bend the curve of healthcare costs for your business. Thus, preventive care is a win-win situation for you and your employees.

In order to encourage your workers to utilize the preventive care available, **it is important that you stay informed** of what preventive services your group health insurance plan covers.

How to Encourage Participation?

Within your company, you must **continually remind your employees about the preventive care that comes with your group health plan** and its numerous benefits. Here are a few ideas to get you started:

- Increase awareness by clearly **communicating** the benefits of preventive to employees.
- Encourage employees to **review** their medical records so they know their current health standing.
- Focus on **boosting** annual exams or screenings.
- Provide **wellness education** that helps employees understand the importance of preventive care.
- **Host** flu shots, health camps, screenings, and other annual health assessments to gain some insight into their health.
- Identify and **break down any barriers** that stand in the way of employee health.
- Work with your health benefits provider to **schedule programs** your employees want.
- **Spread the word** so everyone is aware of the preventive care and its benefits.

A partner like [Amzo](#) ensures that your employees [get all-around protection](#) through both group health insurance and the health benefits. Preventive care features like an in-house team of doctors provide support for your employees and loved one's like a family doctor.

After a [swift onboarding](#), you can connect with dedicated medical advisors who will help from start to finish.

- Easily book virtual consults
- Book the right test
- 24/7 chat availability
- Order medicines in a few taps
- Seek advice for any and all medical queries

Unlimited doctor consults, 24X7 chat, and wellness sessions [for your whole team](#). Help your employees manage their conditions and lifestyle diseases.

You have everything in one place to feel better!

Stay ahead of the
curve with modern
health benefit