



HAYS COMPANIES

Spurring on Culture & Well-Being at Home

What can employers do to help employees improve and maintain their health and well-being while working from home? The short answer: help employees create a home environment that is conducive to healthy behaviors and promotes well-being. This can be challenging, so we have provided ideas to help maintain and improve employees' physical, emotional, financial, and social well-being during this "new normal":

Try new team building activities, like a weekly "virtual game time" or a 15-minute "ice breaker break"

Game Ideas: Pictionary, charades, or trivia

1

Ice Breaker Questions: What random statistic do you wish you knew about yourself, what's your favorite item in your living space, what artist would be on your work playlist, what's the best meme you've seen recently, where would you go if you could remotely work from anywhere, If you could pick up a new skill in an instant what would it be?

2

Implement a "Summer Fridays" and/or "Fall Fridays" policy where the business is only open for a half-day

3

Institute a "no meetings" policy from 12-1pm – if a meeting during this time is necessary, consider subsidizing a lunch delivery for all attendees in their respective locations (e.g., providing a food delivery gift card)

4

Provide your employees with at-home exercise equipment, such as a yoga mat, weights, jump rope or stretch bands

5

Play Remote Work Bingo for internal team meetings

6

Set aside regular time to check-in on employees to see if they have roadblocks, are eager to develop a new skill or need assistance in a certain area of their job

7

Raffle off noise cancelling headphones in which employees become eligible once they submit a quick video responding to a prompt such as, "Why I need those headphones!"

8

Regularly recognize coworkers for outstanding work, thoughtfulness and teamwork

9

Reimburse employees for any home office equipment purchases

10

Subsidize healthy food delivery subscriptions (e.g., Blue Apron, Hello Fresh) and/or grocery deliveries (e.g., Peapod, Shipt, Instacart, Imperfect Foods)

Building culture in a virtual environment helps employees feel connected and valued. Find what works for your team and workplace culture. Promoting an engaging environment supports productivity, a strong team and hopefully reduces turnover.

If your company is looking to create a rich employee benefits plan while reducing employer spend, connect with our Employee Benefits team to see how our consultant approach produces results.



www.hayscompanies.com