

# ORGANIZATIONAL AND EMPLOYEE WELL-BEING

Organizational well-being supports individual well-being, employee engagement, and a positive workplace culture. The links between organizational well-being, individual well-being, culture and engagement have been demonstrated. A recent Gallup survey, 2013, showed:

- Employees with high levels of individual well-being are more likely to see their workplace as positive
- If employees are struggling and have lower levels of well-being, this impacts employee and team performance
- An engaged team is more likely to have an open and trusting culture
- An open and trusting culture leads people to talk more about well-being and positively influence each other's well-being
- The organization benefits from this positive feedback loop with further improvements in well-being.
- Engaged teams adapt more quickly to change and embrace problems as opportunities for growth



With this knowledge, what can managers do to promote well-being? Manager's first need high levels of self-awareness and an ability to take care of themselves. When managers demonstrate the ability to take care of their own well-being, employees are more likely to do the same.

Managers can also support employees' efforts to improve their own well-being. As managers and employees take the positive steps toward their own well-being, the organizational well-being continues to grow.

Managers can support well-being with good basic management practices. Studies have shown that employee turnover is linked to management practices. Employees leave their supervisor, not necessarily their job. In order to prevent this from happening, managers can do the following:

- Fair workplace practices including compensation and benefits
- Frequent feedback to employees about their work
- Give employees some control of the work and impact on decisions
- Recognition of the value of the work
- Connecting employees' work to the larger mission of the organization
- Communication and information about the work of the team and the company, mission, vision values and how all these factors connect to individual jobs
- Opportunities for growth, development and training
- Clear goal setting and expectations stated to employees

Organizations with high levels of engagement show reduced turnover, improved customer satisfaction and increased profitability. Sometimes it's as simple as asking employees what is important to them, paying attention to those values and responding in a visible and reasonable way.

**BETH GILLEY | MANAGING PARTNER**  
21351 Gentry Drive, Suite 250, Dulles, VA 20166

703.444.2254 | [bagilley@lytleap.com](mailto:bagilley@lytleap.com) | [www.lytleap.com](http://www.lytleap.com)

  
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