



A COVID-19 Virtual Ideation Experience

**Workplace Wellbeing**  
**Team Number: 8**

# Workplace WELLBEING

TEAM 8

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# **AN ORGANIZATION'S ROLE IN SUSTAINING WELLBEING IS MORE IMPORTANT THAN EVER**

Home-based working has brought many positive results into the way we work and interact with one-another. However, the covid-19 epidemic has forced many to become overwhelmed with feelings of worry, stress, disconnection, and isolation. An organization's role in sustaining the future wellbeing of their employees is more important now than ever.

Organizations can best care for their employee's overall well-being across 3 major spheres:

- Personal Wellness
- Social Wellness
- Workplace Wellness

Introducing effective wellbeing practices into the culture and workplace of an organization, real estate professionals will improve the mental health of the workforce and help workers to reintegrate into an environment of long-lasting success.



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# Personal wellness

Onward, Upward, Inward



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### MIDFULLNESS MICROSTEPS



**PERSONAL WELLNESS IS THE KEY TO REINTEGRATION INTO THE WORKPLACE AND THE STARTING POINT FOR ALL SUCCESSFUL REINTEGRATION PLANS.**

Personal wellness typically focus on the physical portion of personal health and fitness, Although important, it is only a portion of overall personal wellness.

Honing in on **MINDFULNESS CAN REVOLUTIONIZE** ones personal wellness.

Unlike our IQ (intelligence quotient), our EQ (emotional quotient) is a part of our personal wellness that we can easily work on and improve.

The best way to **improve our EQ is to take “microsteps”** – *these are steps that are “too small to fail”*



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# Social Wellness

Clarity, Climate, Competence



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### COHESIVE CULTURE CLARITY CLIMATE, & COMPETENCE.

#### PROMOTE HEALTHY CONNECTIONS

Social connections can influence our biology and well-being. Support and implement social activities and volunteer programs to connect people on different levels. Employers can offer support groups that help build a community within workplace spaces that encourage open communication, trust and team building.

Practice compassion for people who may be experiencing personal emotional challenges. Create an environment of safety and protection for one another.

Monitor your internal mental, physical and emotional state as you work with others, and encourage them to do the same in a safe and productive way.

#### ENCOURAGE CASUAL COLLISIONS – BEST PRACTICES

Casual collisions are those chance encounters during a typical work day. When working virtually, it is important to be intentional with social interactions. Here are some best practices for maintaining social ad-hoc interaction:

- Set a daily reminder to reach out to coworkers just to see how they're doing
- Translate in person cultural events to the digital experience
- Post a silly question of the day for your teammates
- Start with empathy: spend a few minutes sharing personal lives before launching into the work
- Have a coffee break or lunch with others – virtual or in person
- Pick up the phone: call a colleague you haven't heard from in awhile
- Don't forget to ask for help when you need it and offer help to others who are struggling!



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# Workplace Wellness

Experiential, Flexible, Resilient



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As companies are figuring out how to reintegrate the workforce into the workplace, the built environment is undergoing a significant transformation.

This transformation should not merely focus on physical wellbeing, but also take a long-term approach to fostering mental health and wellness.

- **WORKPLACE WELLNESS IS NO LONGER AN OPTION**
- **INCORPORATE WELLNESS DESIGN**
- **TRANSFORM LANGUAGE**
- **UTILIZE NEW TECHNOLOGY**
- **INCORPORATE RISK MITIGATION**





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# KEY TAKE AWAYS

PEOPLE **MATTER** AND ARE THE MOST IMPORTANT ASSET OF ANY ORGANIZATION.

THEIR **MENTAL HEALTH IS A KEY COMPONENT** TO THE OVERALL HEALTH AND WELLBEING OF AN ORGANIZATION.

**PLACE PLAYS A VITAL ROLE** IN SUPPORTING PERSONAL, SOCIAL, AND WORKPLACE HEALTH OF THE CORPORATE ENVIRONMENT.

**THE CORPORATE REAL ESTATE SECTOR WILL BE A KEY RESOURCE** FOR PROTECTING AND NURTURING THE MENTAL HEALTH OF THE WORKERS AS WE REINTEGRATE IN THE POST-COVID 19 WORKPLACE.



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# Workplace Wellbeing

EMPATHY, HOLISTIC WELLBEING, AND OUR HUMAN  
CONNECTIONS ARE VITAL TO A HEALTHY WORKPLACE