

# COMING FULL CIRCLE ON WELLNESS: EMPLOYEE-CENTRIC

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Over the past several weeks we've examined the five elements of the Surgeon General's Framework for Mental Health and Well-Being. The Framework was created to give organizations a starting place to create a culture that supports workers as whole individuals, prioritizing overall wellness.

Furthering employee wellness isn't just the right thing to do for workers - it's a sensible business strategy as well.

"In addition to the many impacts on the health and well-being of workers themselves, workplace well-being can affect productivity and organizational performance."<sup>1</sup> Companies making an investment in wellness can enjoy considerable positive outcomes for their efforts; these include higher productivity, lower turnover, improved reputation, and a general boost to the bottom line.

While creating a culture that prizes wellness is a smart choice, it's not necessarily an easy one. In fact, "Ensuring workplace well-being requires an intentional, ongoing effort by employers and leaders across all levels, with the voices of workers and equity (i.e., a more equitable policy and practice environment) at the center."<sup>1</sup>

Centering the framework around employee's voices requires providing opportunities for feedback and maintaining an openness to improvement that isn't tinged by the threat, real or perceived, of retaliation. This kind of culture is "an essential component of healthy organizations."<sup>1</sup>

Employers must be willing to encourage and coach managers to be communicative and compassionate, practicing "human- and wellness-centered leadership by recognizing the connection between individual strengths, growth, and organizational change."<sup>1</sup>

Many firms tout their workers as their most important resource. Putting action and investment to this claim, however, can be less common. Ensuring staff feel they **Matter at Work**, are **Protected from Harm**, enjoy **Connection and Community** with their workmates, are given **Opportunities for Growth**, and can maximize their **Work-Life Harmony** is demonstrative of a firm that cares about its employees. Creating this kind of culture shows staff that they are valued and truly recognized as a firm's top asset.

Bookminders has shared these Framework elements, as identified in 2021 by the U.S. Department of Health & Human Services, as core components of our culture since our [founding in 1991](#). Flexibility, balance, and opportunity aren't initiatives we've rolled out over the years, they are the cornerstones of our existence. They're certainly part of the reason 100% of our employees report they are appreciated and enjoy their jobs,

are heard and responded to by managers, and find their work interesting and challenging.<sup>2</sup>

Despite our success, expanding our culture and strengthening our staff is of perpetual importance. Through examining tools like the Surgeon General's Framework, maintaining an open dialogue for improvement, and adapting to the changing needs of workers, Bookminders will remain [employee-focused](#) and [employee-centric](#). We encourage you to consider the same for your organization as you strive for wellness.

*Sources:*

1. *U.S. Department of Health & Human Services. (2023). Workplace Mental Health & Well-being: Current Priorities of the U.S. Surgeon General. Workplace Mental Health & Well-Being - Current Priorities of the U.S. Surgeon General. Retrieved March 15, 2023, from <https://www.hhs.gov/surgeongeneral/priorities/workplace-well-being/index.html>*
2. *Bookminders Bi-Annual Employee Survey Results (2021)*