

101 Ideas for Wellbeing in the Workplace

Check out our 101 ideas for wellbeing in the workplace. We've used our unique T.H.R.I.V.E.S. method for holistic workplace wellness to come up with 101 tips and ideas that you can use to improve wellbeing in your workplace.

[Find out more at thetrivelab.com](http://thetrivelab.com)

TALENT

This section is all about enabling and empowering people to make use of their strengths, so that they can feel a sense of accomplishment, achievement, autonomy and self-mastery in their work.

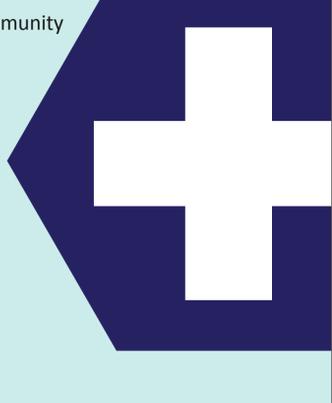
01. Extended breaks or late start/early finish as a reward for hard work
02. Display team members' achievements publicly
03. Social media shout-outs for team members' achievements etc.
04. Encourage one task at a time, instead of multi-tasking
05. Create a culture of trust and psychological safety where mistakes are learnt from
06. Accept all ideas without judgement
07. Encourage out of the box suggestions
08. Provide a personalised workspace budget and allow teams to choose their tech and platforms
09. Avoid unnecessary meetings
10. Understand the best environment for team members (quiet versus collaborative)
11. Work with teams to understand their strengths
12. Provide access to psychometrics such as Strengthscope for individuals to understand their strengths
13. Work with your team members to create their own self-directed goals and understand your future role in the organisation's succession
14. Give your people insight into **why** they're doing what they're doing, so they have clarity on their roles and responsibilities and encourage understanding of the business function
15. Create a culture of open discussion of deadlines and blockers etc.



HEALTH

This section is about ensuring your people have time to recover from the demands of work and are able to take time for exercise, stress-relieving activities and self-care.

16. Free healthy snacks
17. Cycle to work scheme
18. Provide plants
19. On-site chair massages
20. Paid day off for birthdays
21. Encourage participation in physical wellbeing events in the community e.g. charity bike rides or looking after a community garden
22. Email switch-off policy for evenings and weekends
23. Encourage taking breaks outdoors
24. Natural light in the office
25. Walking/outside meetings
26. Offer meditation classes or discounts to apps such as Calm
27. "Duvet days" – one or two per year (in the winter)
28. Offer standing desks
29. Support team members to create wellbeing plans
30. Provide on site health care checks
31. Take lunch away from the desk
32. Provide ergonomic furniture
33. Sleep pods or napping rooms
34. Pay for gym memberships or add physical wellbeing activities to your meetings



RELATIONSHIPS

This section is about helping your people create meaningful connections and use positive and supportive ways of communication. It's also about creating relationships and social support at work, including giving positive feedback and praise, giving back to others and the wider system.

35. Chill out area/break out rooms
36. Team bonding activities – meals out, crazy golf, escape room
37. Create sociable areas for breaks and encourage connection – e.g. provide games
38. Raise difficult issues in team meetings and agree a process for resolving
39. Buddy system for new team members
40. Create a "House Team" (Harry Potter style), where team members are assigned to a team to work together at fun annual events
41. "Pizza & Ideas" informal ideation work meetings
42. Create a starter pack for new team members – the last new team member creates/updates this for next one
43. Monday morning trivia session to wake up everybody up and introduce the week
44. Friday afternoon song requests for office radio/sound system
45. Re-arrange office furniture and seating arrangements at regular intervals
46. Create an appreciation board for written thank-yous
47. Use cross-department collaborative teams for creative problem-solving



INTELLECTUAL

This section is about providing opportunities for people to keep learning through training, feedback and challenges that provide variety, ensuring achievements are celebrated, and supporting people to have goals around growth and development that are meaningful to them.

48. Individualised development plan for each team member
49. Offer training towards specific qualifications or study leave
50. Celebrate team members leaving for new jobs
51. "Lunch and Learn" – invite motivational/inspiring speakers
52. Spend the time to create roles that offer real opportunities for growth
53. Create an environment where curiosity is encouraged
54. Check in and review regularly on personal development plans – don't see as a paperwork exercise
55. Ensure every team member has an appropriate mentor
56. Create coaching and shadowing programs to offer variety
57. Provide access to online training platforms so your people can learn at their own pace
58. Off-site training can provide a bit of buzz and excitement
59. Encourage collaboration and cross-team input wherever possible
60. Use company-wide offsites or digital solutions to solicit extra input on tough, business-wide issues
61. Promote internally where possible – offer pathways for succession
62. Encourage members of your team to share their expertise externally, i.e. podcasts, blog posts



VALUES

This section is about ensuring that everyone understands the importance of values and the connection to team and organisational values, as well as relating values to a sense of meaning and purpose in work and life.

63. Create clear vision and values statement for the workplace
64. Support team members in finding their unique purpose
65. Match team members donations to their chosen charities
66. Paid team or individual charity volunteering days
67. Rewards scheme for team members living out company values – free cinema tickets etc.
68. List all team members on company website
69. Offer equal parental leave and carers leave
70. Flexible working for new parents returning to work or those with caring responsibilities
71. Offer subsidised childcare
72. Offer a real living wage for all roles
73. Recruit to your company values and demonstrate how the company lives this out
74. Encourage team input into company values and help teams uncover their purpose
75. Set out standards for the quality of work and attitude of team members and ensure they're communicated honestly
76. Create policies around sustainability and giving back to the community



EMOTIONS

This section is about enabling your people to find positive emotions and foster an emotionally intelligent workplace where everybody can articulate and express their emotions and have difficult conversations. It's also about helping your people find ways of building resilience and supporting others with their emotions.

77. Job swap days
78. Give praise frequently and consistently
79. Say thank you for a job well done
80. Don't tolerate persistent negativity, keep relationships consistent and professional
81. "Feel Good Fridays" – team members share things that went well during the week and what they're looking forward to
82. Talking stick for meetings
83. "Ditch a task" – team members can nominate their most disliked task to be temporarily re-distributed
84. Have an open door policy and deal with things early and sensitively
85. Ensure meetings are safe spaces where everybody is welcome
86. Honest and open communication must be the norm
87. Offer training on emotional resilience and strategies for approaching workplace conflict
88. Utilise strategies for understanding and developing emotional intelligence and help team members develop it further through coaching
89. Work with individual members of the team to understand their own emotions and triggers etc.



SELF-AWARENESS

This section is about helping your people find ways to develop self-acceptance, self-compassion and self-expression.

90. No blame
91. Management lead by example – ask for feedback, acknowledge own mistakes, be open to opinions
92. Encourage active listening – no phones in meetings
93. Create rules for meetings etc. – i.e. no interrupting others
94. Ask all team members for input in decision making
95. Offer flexible working hours for all
96. Give regular feedback as well as more formal annual review process
97. Offer sabbaticals to long-standing team members
98. Help team members learn from experiences to encourage a growth mindset
99. Use a coaching question of the week to support your self awareness
100. Casual dress code – "dress for your day"
101. Don't micromanage – give team self-direction and freedom to self-determine their own workflows

