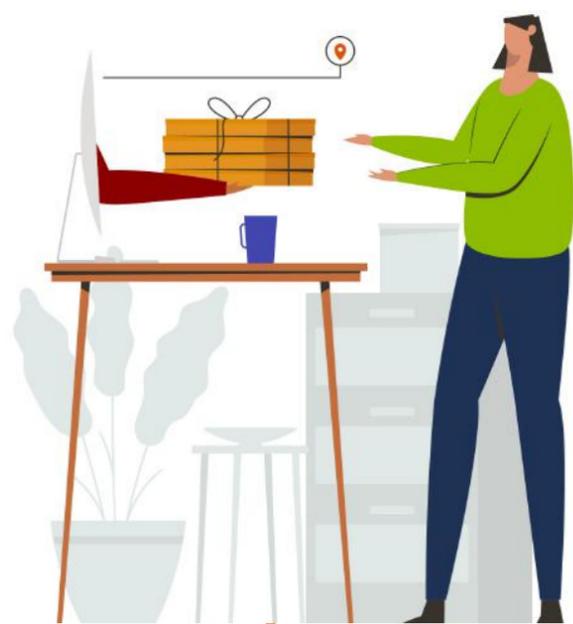
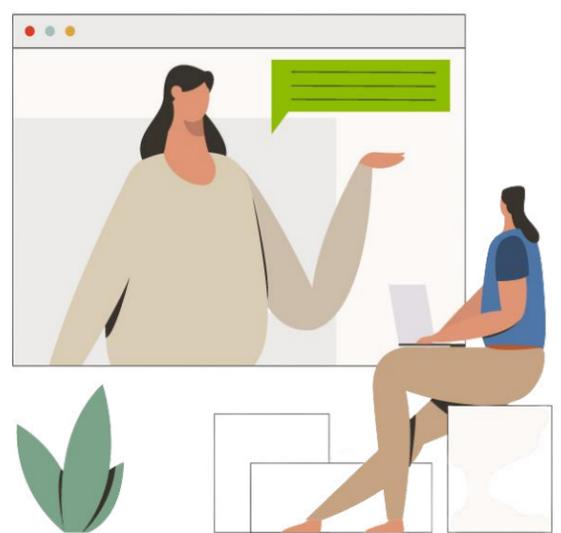


# 7 Ways to Prioritize EMPLOYEE WELLBEING In the Workplace in 2021

You don't need us to tell you that 2020 changed our lives in innumerable ways. As we emerge from a year of tests, changes, and uncertainties, the rejuvenation of prioritizing our own as well as our family's, friend's, neighbor's, and coworker's wellbeing may be one of the brighter silver linings. Here's our compilation of tips to look after your employees as you lead your teams through the new year.

## Weekly Virtual Employee Wellbeing Sessions

We use the term "weekly" loosely; depending on how feasible it is for your teams, this can be monthly, bi-weekly, or even daily. Regardless of how frequently you chose to administer, providing an option for employees to participate in a company-facilitated wellbeing session is a great way to respond to the difficulty of the past year. Whether it's meditation, yoga, fitness, or other team-building wellness-promoting classes, show your employees your here to help support them in the new year.



## Promote Wellness - With Gifts

Beyond a weekly session, you can help support your employees everyday of the week. Fitness items like Whoop straps, FitBits, Kettlebells, and more can serve as a helpful prod for your team members to take their physical and mental health to new heights, and effective extension of your genuine investment in their wellbeing.

## Plan Fitness Events

This doesn't have to be a Dunder Mifflin "Fun Run" level of coordination, PR, and carbo-loading to be effective. Starting a company-wide steps competition, jogging challenge, or similar fitness event (monitored by your newly gifted wearable device of your choice!) incentivized by a prize can be a great way to foster camaraderie, engagement, and productivity, with the added benefit of boosted physical and mental health for your teams.



## Improve Work/ Life Balance With Flexible Work Hours

The pandemic already catalyzed many organization's adoption of remote work protocols — don't leave them behind in 2020. Allow employees, on an individual level, to decide how best their working hours fit into managing the rest of their lives. For some, this may be 100% in the office, 100% at home, or somewhere in between. What matters is that your organization gives them the choice.



## Unlimited Paternity/ Maternity Leave

The events of 2020 sparked a renewed focus and importance on family life. Show your employees that you understand, support, and care about their lives outside of work by offering unlimited paternity/maternity leave for the first year of their child's birth.

## Double Down on Employee Recognition

We're sure you handed out 12 employee-of-the-month plaques last year already. There's nothing wrong with that, but a new normal calls for new measures. Take your employee appreciation a step further this year with formal recognition programs or even hand-written notes (you can get creative!) to recognize your employee's hard work and show it isn't taken for granted.



## Empower Employees To Take Ownership of their Development

Career development is an important component of employee's work lives across industries. Typically, this manifests in quarterly goals (or something similar) often decided by their managers or leadership teams. This year, you can put your employees first by empowering them to set their own goals and work strategies.



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