



A Culture of Well-being & Care: 15 Questions to Help You Build It

The nature of work today is dynamic and fluid, and it will become even more so in the future. Creating value in our constantly changing work environments requires high levels of human motivation, energy, and creativity. A focus on wellness can be one of the wisest commitments your organization makes to empower people to bring physical, mental, and emotional wellbeing to their jobs every day. What's the return on wellness (ROW) for your organization? It is a work culture you can count on to attract and retain the talent you need for positive impact and ongoing success.

The best approach for wellness at work is holistic; it incorporates physical, mental, spiritual, emotional, social, and environmental dimensions. But where do you begin? First examine where your organization stands today.



Ready to Get Started?

Ask these 6 questions to evaluate your culture of wellbeing and care. Better yet, use these questions to stimulate a rich dialogue about wellness across your organization.

Where does your culture stand today?

How well do people working for your organization experience...

1. A sense they are part of something meaningful—a shared purpose, a larger vision, or inspirational values—that transcends their day-to-day work?
2. Positive connections with each other, with leadership, and the larger workforce as a community?
3. Psychological safety—a trust in fair decision-making and comfort to openly sharing diverse views?
4. A safe and life-enhancing physical environment, as well as support to pursue a healthy lifestyle at work?
5. Support and encouragement to expand their professional skills and grow personally?
6. Genuine care for their wellbeing?

Ready to Go Deeper?

Let these 9 questions guide you to explore three essential factors in building a culture of wellness and care—leadership, talent development, and strategy.

Leadership

1. *Inspiration*: How well do your leaders inspire wellbeing within people and teams using the vision, mission, strategic goals, and deeper values of the organization?
2. *Value Proposition*: How well do your leaders articulate the value of making a culture of wellness and care an organizational and personal priority?
3. *Diversity*: How well do your leaders draw on the diversity within your workforce—demographics, geographies, lifestyles, mindsets, and other differences—to strengthen the wellbeing and performance of people and teams?

Talent Development

1. *Attraction & Retention*: How well does a focus on wellness help your organization competitively attract and retain talent?
2. *Physical Environment*: How well does your built environment enhance the fulfillment, vitality, and productivity of people?
3. *Community Connection*: How well does your organization serve the greater good of local communities and global society?

Strategy

1. *Management*: How well are your wellness efforts directed, governed, communicated, and measured?
2. *Policies & Tools*: How well does your organization use resources, programs, policies, and like structures to empower wellness at work?
3. *Funding*: How well does your organization dedicate budget to support wellness at work?

No organization has a one-size-fits-all solution for building a culture of wellbeing and care. Your leadership challenge is to unleash human potential in everything your organization uniquely does—this starting list of questions can help you on your journey to empower wellness at work.

Want More Information?

Contact the [Wellness at Work Initiative](#) to discuss how to apply this assessment for the greatest value to your organization.