

## A healthier workplace starts with us!



*"I believe that working with good people matters because then the work environment is good. If there is a sense of respect and belief among the people you work with, that is when good work is done."- Ranbir Kapoor*

Work is a big part of our daily lives. Most people spend at least 40 hours every week working or being at work. The environment we work in can greatly affect an individual. Work related stress is one of the leading causes of mental health challenges. That is why it is important that we build and maintain healthy work environments.

A healthy work environment is one whose culture, climate and organisational practices create an environment which promotes employees' mental and physical health, as well as productivity and organisational effectiveness.

**The work environment is the sum of many factors that all influence each other.**  
**These include:**

the physical workplace

workload management

organisational culture

rewards and recognition

communication

employee engagement

leadership styles

growth and development



Building healthy work environments may sound like a mammoth task. By sharing the responsibility, every employee, leader and executive can contribute positively towards this goal. There are multiple factors to be considered when building healthy work environments.

Some are listed below:

### Hiring good people

- Apart from the skill required to do the work organisations should consider how prospective candidates can improve the work environment.
- Foster a culture of mutual respect amongst colleagues.
- Consider leadership styles and personalities when building teams and hierarchies.

### Communication

- Ensure that employees feel comfortable to express their thoughts and feelings.
- Communicate changes, updates and expectations timeously and effectively.
- Give feedback promptly.
- Teach and encourage empathy.

### Health and wellbeing

- Promote wellness and work-life balance by offering flexibility in workspaces or work hours.
- Promote breaks and scheduled rest.
- Respect and encourage the setting of boundaries.
- Offer support to those who need it.
- This can look different for each employee at different points in time.

### Growth and reward

- Acknowledge and reward good contributions. This helps keep spirits high and it encourages employees to perform at their best.
- Facilitate opportunities for growth and learning. Employees tend to feel appreciated when they are allowed and encouraged to explore their capabilities.

### Team building

- Invest in team building activities to strengthen bonds and boost work ethic.
- Make time for play and social interactions.
- Reprimand those who may negatively affect the work environment as this reinforces the commitment to maintaining healthy work environments.

**Although each workplace is different, prioritising healthy work environments is a big investment. Think of how you can positively contribute to your work environment and start with the changes that are within your power.**

**"It's hard to explain to people how, if you're really capable of providing the right professional work environment, it allows you to get more personal." - Bill Pullman**