



WELLNESS IN THE WORKPLACE

Mini-Guide for Building a Resilient Workforce

Creating a trauma-informed workplace involves implementing people-first policies and practices to support employees while fostering a culture of wellness and resilience. As you craft your own workplace wellness goals, below are a few strategies to consider.

Team-Building

Organize regular activities, including cultural practices, to foster social support among employees, strengthen team bonds and improve morale.

Breaks & Breathing

Encourage employees to take breaks for mindful breathing, a walk, time outside, etc., to actively center and ground oneself, especially during times of stress.

Financial Well-Being

Develop and/or promote financial wellness programs by offering resources, workshops, and planning tools for retirement and financial management.

Wellness Resources

Provide and/or promote worksite and community wellness resources and materials, such as hotlines, toolkits, trainings, books, peer support, and more.

Collaboration

Create opportunities for employees to partner and collaborate in the workspace, such as co-working spaces, group projects and team meetings.

Health & Wellness

Support well-being by integrating healthy choices like "wellness walks" and walking meetings, hydration stations, healthy snacks, quiet spaces, flexible schedules, etc.

Employee Assistance

Promote and/or implement Employee Assistance Programs (EAPs) or other benefits to support well-being like counseling services and mentorship programs.

Regular Check-Ins

Utilize personality strengths and "work style" assessments, and conduct 1-1 check-ins with staff to listen to team needs and increase connection and job confidence.