

COVID-19 UPDATE: Supporting WFH Employee Well-being

When “work from home” seemed to be a temporary solution, the prioritization of employee well-being was put on hold. But since many employees are working from home on a full-time basis, potentially for the rest of 2020, it is now more than ever that we need to bring employee well-being to the forefront of conversations. What can employers do to help employees improve and maintain their health and well-being while at home? The short answer: help employees create a home environment that is conducive to healthy behaviors and supportive of their well-being. This is not an easy feat, but we have a few suggestions on how you can help your employees address the problems they may be facing.

Employees are...	What you can do to help...
Struggling to stay physically active, make healthy food choices, and take care of their musculoskeletal health.	<ul style="list-style-type: none"> ▶ Provide at-home exercise materials, such as a yoga mat, weights, jump rope, or stretch bands. ▶ Provide a lap desk or back pillow. ▶ Reimburse employees for their home office equipment purchases. ▶ Subsidize healthy food delivery subscriptions, such as Blue Apron or Hello Fresh. ▶ Raffle contest: Peloton, StreetStrider, ElliptiGO, noise cancelling headphones, or other at-home personal health items – employees become eligible for the raffle once they submit a video, story, or photo of themselves exercising at home
Finding it difficult to define when their workdays begin and end, which may lead to unnecessary stress, anxiety, and eventually burnout.	<ul style="list-style-type: none"> ▶ Create a “work from home commute” policy: from 8-8:30am and 5:30-6pm emails should not be sent and meetings are not to be scheduled. ▶ Institute a “no meetings” policy from 12-1pm; if a meeting during this time is necessary, consider subsidizing a lunch delivery for all attendees. ▶ Implement a “Summer Fridays” and/or “Fall Fridays” policy: the office is only open for a half-day on Fridays. ▶ Raffle off staycation goodies – employees become eligible for the raffle once they schedule PTO
Dealing with furloughs and layoffs at home.	<ul style="list-style-type: none"> ▶ Host a financial webinar ▶ Coordinate free initial financial consultation ▶ Subsidize the following: <ul style="list-style-type: none"> – Healthy food delivery subscriptions (as noted above) – Grocery deliveries – Home office purchases (as noted above) – Weekly lunch deliveries – Back-up childcare

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Employees are...

Missing the ability to casually interact with colleagues on a regular basis.

What you can do to help...

- ▶ Host a weekly “virtual happy hour”
- ▶ Host a weekly “virtual game time” - Pictionary, Charades, Trivia
- ▶ Host a monthly “theme night” – virtual paint night, karaoke
- ▶ Encourage departments to host their own weekly non-work-related gatherings, such as socially distanced outdoor happy hours or ice cream socials
- ▶ Provided branded masks for company-sponsored socially distanced activities

Don't forget to contact your medical carrier to see if your wellness funds can be used to cover the cost of any work from home resources, be it fitness equipment, groceries, or home office materials.

If you have questions about implementing any of the above ideas, contact your SBA account team and they will connect you with one of our well-being subject matter experts!

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