



# The Essential Guide to a Healthy, Hybrid Workplace

How to create a hybrid workplace that works

The future of work keeps getting more and more interesting. With the pandemic, businesses were faced with an important decision: how do we keep our employees safe while also keeping them on board? The answer came in forms such as flexible hours for those who need it most or remote positions that allow job seekers access across different time zones via technology like Slack; these changes have helped many people go about doing what they love despite living life offline during certain parts each day because there's no better way than having your own space--whether desk-based (or walled off).

If anything was learned over the past two years, it's that we aren't ever going "back to normal" and many changes are here to stay. The way we work is different and for many companies, possibly more efficient. There isn't a fine line between going back to the office or working from home – it's going to be a mix of both – The Hybrid Workplace.

By definition, a hybrid workplace combines in-office with remote work. The hybrid workplace model is an innovative way for employers to provide their employees with more options. This kind of setup can be anything from work done in person, or remotely through technology like video conference software - it all depends on what suits each individual team best! When employees were asked the biggest benefit of this workplace dynamic, they mentioned that they felt they were getting a lot of their time back since they won't spend as much time commuting.

*In fact, a recent study estimates the US economy will be 5% more productive overall because of the reduction in daily commutes. The vast majority of business and IT leaders see hybrid work in their future, and 42% think that over half of their workforce will be hybrid post-pandemic, according to a 2021 Hybrid Work Global Survey of IT pros.*

If you plan on creating a hybrid work environment, make sure you're following the best practices to ensure your employees stay healthy, happy, and productive.



# 6 Tips for Keeping a Healthy & Productive Hybrid Workplace

If you're like most companies, you've gone hybrid. You've got some employees working in the office and some working remotely. It can be a great way to save on office space and keep talented employees happy, but it can also be tricky to keep everyone on track. Here are six tips for keeping a healthy and productive hybrid workplace.

## 1. Know what your employees want

You may believe you know why your staff work from home, but it's likely that they have different goals than you realize. So, ask them and pay attention! When it comes to managing people, communication is essential. Are they more productive in a bright work environment? And do the children's presence at home after working hours have an impact on their productivity? Take notice and be receptive to make adjustments as needed based on concerns that may arise with the hybrid work transition. Remember to set clear boundaries between working and non-working hours. Allow employees to share their feedback to better optimize their experience. Give them the ability to share their experiences anonymously through surveys.







## 2. Devote time to training and support

For some workers, being able to work remotely might be quite isolating. As a result, businesses must try to provide proper training. Many new hires share a lack of training. Make sure you have someone on hand to train the staff as well as time set aside for additional help. Consider providing trainings at numerous times throughout the day so they can select the best time for their schedule that doesn't cut into projects or meetings.

## 3. Implement Wellness Programs

You can create a positive, more productive workplace culture by simply offering a wellness program. To get the most value of a wellness program, offer one that can support both the remote workers as well as the employees in the office. Remember, since most teams will be virtual, a properly designed wellness program can be used as a tool to connect workers through the use of leaderboards, challenges, and contests. There are many solutions that provide on-demand wellness classes and resources that allow your staff to participate in their free time while still earning incentives. In the office, you can have posters with health tips, offer healthy snacks/foods, and allow employees to use a break room to exercise or meditate. Remember the best wellness programs aren't just targeting the physical, but also the mental and social wellbeing.





## 4. Provide Tools & Resources to Support Employees Working Remotely

Some work-from-home employees work better if they have access to work equipment, tools, and resources. These might include subsidizing internet bills to ensure fast Wi-Fi connection, providing headsets for high quality calls, sharing files using Google Drive, and even offering ergonomic workstations. Show your employees that you want them to work their best regardless of where the job gets done.



## 5. Mental Health Checks

Your company's mental health should be a top concern. New research from Boston University School of Public Health reveals that the elevated rate of depression has persisted into 2021, and even worsened, climbing to 32.8 percent and affecting 1 in every 3 American adults. Companies need to create a safe space to promote psychological safety. There may be a wide variety of reasons why someone might not be working at their best. To determine if your staff is stressed, anxious, depressed, or addicted due to prolonged isolation, provide them with anonymous monthly mental health surveys. There are many tools which employees can track their mood and emotions to provide them with recommendations to resources or their EAP program.





## 6. Focus on Health & Safety

Employees need to understand the benefit of taking care of themselves and keeping up with their routine medical check-ups. During the pandemic, many people missed their doctor appointments or were unable to attend appointments, which may have spiraled into some other unhealth habits. Offering biometric screenings with additional health coaching will allow employees to identify potential health risks and get the care they need. It will also give the company metrics and a baseline to understand or predict what may be affecting health costs. In addition to offering the biometric screenings, remember to keep the office safe. Make sure to have disinfectant and sanitizing stations throughout the office and promote proper hygiene. If there's an uptick in cases, allow employees to stay home.

Your employees are the backbone of your business. You need to understand them well in order to match their needs and keep them happy, healthy, productive, and satisfied with their work environment. There are many ways you can provide support for physical, social, and mental health that will also help reduce absenteeism or even increase productivity.

**Contact One Stop Wellness to help you design holistic employee wellness programs that support hybrid, remote and office employees while also promoting a positive workplace culture.**

