



## HERO Forum17 Campfire Chat

### *Is Your Organization Ready to Support Well-Being?*

**Facilitator: Laura Hamill, Ph. D., Chief People Officer & Limeade Institute Research Director**

**Date/Time: Tuesday, Sept. 12, 10:45-11:20 a.m.**

#### **Session Overview**

Great news: Workplace well-being programs are on the rise. But they can't stand alone; they need authentic support from the organization to thrive. When employees feel their employer genuinely supports their well-being, they're 38% more engaged at work. The opposite is true, too: employees are more likely to feel lower levels of well-being when they perceive lower organizational support.

During this session, Dr. Hamill presented a model of organizational support and the research they have conducted at Limeade to support its use. The components of the model include manager, team/peers, social networks, physical environment, tools and programs, strategic alignment, leaders and culture.

#### **Discussion Summary**

After discussing the model, Dr. Hamill posed discussion questions to the group. Highlights are below.

- When asked where they have seen organizational support done well, participants talked about leaders really emphasizing the issue at hand and how important it is to make well-being part of the norm (e.g., donations, helping employees in emergencies, safety, making it easy for employees to take care of their physical health).
- Many great examples of organizational support were provided, as well as cases where there was no support and initiatives failed.
- We also discussed how important it is to have manager support, but how very few organizations have focused on this level of support.
- Some said that in very large companies it may be possible not to have all levels of support and still have support for well-being.
- Some participants shared how they are seeking to develop and encourage managers to support well-being.
- We ended the session with a discussion on trust. We discussed vulnerability, giving permission, and specific examples of ways that trust was built up and broken down. General discussion that more emphasis should be placed on trust in the work that we do.