

workhuman*

Integrating Culture and Wellbeing in the Workplace

SUPPORTING THIS RECIPROCAL RELATIONSHIP THROUGH RECOGNITION





In today's fast-paced and highly competitive business landscape, organizations increasingly recognize the relationship between a positive workplace culture and the wellbeing of their employees.

Ample research shows that company culture and wellbeing are connected and have a profound influence on each other. Understanding this dynamic enables organizations to take proactive measures to establish a work environment that inspires both a healthy culture and individual wellbeing, ultimately leading to enhanced organizational performance and happier employees.

Employees who strongly agree with "I feel connected to my organization's culture" are 68% less likely to feel burned out at work very often or always.

Source: "[Empowering Workplace Culture Through Recognition](#)," Gallup and Workhuman®, 2023

Boosting employee wellbeing with a healthy work culture

According to Harvard Business Review, employees who work at companies with a strong, positive culture are more inclined to report positive aspects of wellbeing, such as psychological safety, social connections, and shared values.

Research published to the National Library of Medicine indicates that a workplace culture centered on wellbeing is associated with higher engagement and lower stress, independent of individual health status. When employees are respected and appreciated, they tend to feel less stressed and anxious. An atmosphere of psychological safety fosters motivation, engagement, and commitment to their work, enhancing employees' sense of purpose and overall job satisfaction.

A culture that encourages positive relationships, teamwork, and open communication contributes significantly to employees' social wellbeing. These social connections reduce feelings of isolation and enhance employees' sense of belonging.

Employees recognized for work and life events are 3x as likely to feel connected to culture and 3x as likely to say their company cares about their wellbeing.

Source: "[From 'Thank You' to Thriving](#)," Gallup and Workhuman, 2023

Finally, don't underestimate the impact of creating shared company values for employees. The specific values and norms embedded within an organization's culture can profoundly influence employee wellbeing.

For example, a culture that highly values innovation and creativity often motivates employees to pursue novel ideas and solutions, fostering a sense of accomplishment and personal growth. Similarly, a culture that prioritizes diversity, equity and inclusion cultivates a sense of belonging among all employees, thereby enhancing their overall wellbeing.

Strengthening culture through employee wellbeing

Just as workplace culture impacts employee wellbeing, employee wellbeing shapes and influences the culture of the organization, including morale, engagement, and peer support.

When employees experience physical and mental wellbeing, they are more likely to find joy in their work and derive a profound sense of fulfillment from their roles. Science tells us happy people tend to make others happier as well. Contented employees are also more likely to engage with their colleagues in a constructive manner, fostering a culture of mutual support and teamwork.

In this way, employee engagement also represents a pivotal element of a vibrant company culture as engaged employees set the tone with a deep commitment to their work and heightened enthusiasm.

Moreover, a positive culture is characterized by the way employees interact and promote each other's wellbeing. Employee wellbeing programs create opportunities for peer support and inclusivity.



Initiatives such as group fitness classes, mental health workshops, employee resource groups, and recognition programs encourage employees to interact and support one another. These connections nurture social bonds and contribute to a more inclusive workplace culture.

Employees who participate in employee resource groups (ERGs) have higher psychological safety, are more likely to be highly engaged, know their organization's values, and recommend their company to a friend.

Source: "[The Evolution of Work](#)," Workhuman® iQ, 2023

Strengthening culture through employee wellbeing

Here are three ways you can support a continuous culture of wellbeing at your organization.

1. Identify organizational values tied to employee health and happiness.

Companies that emphasize values related to employee health and happiness are more inclined to implement wellbeing programs and policies that support these ideals. Consequently, these initiatives become integral components of the organizational culture.

2. Empower wellbeing champions to advocate for employees.

Employees who directly experience the positive impact of wellbeing initiatives often become champions of these programs, disseminating awareness and encouraging participation among peers. This advocacy further fortifies the culture of wellbeing within the organization.

3. Invest in employee recognition to support both culture and wellbeing.

Employee recognition programs serve as a powerful and effective strategy for fostering a culture of wellbeing. By acknowledging and appreciating employees for their contributions, these programs not only boost morale and job satisfaction but also enhance psychological and social wellbeing. Employee recognition programs excel at reinforcing company values.

As a key element in the reciprocal relationship between culture and wellbeing, employee recognition programs contribute to a virtuous cycle, where a culture of wellbeing encourages greater recognition, and greater recognition reinforces a culture of wellbeing. In this way, organizations can create a workplace where employees thrive, leading to improved overall wellbeing and organizational success.

Ready to take the next steps to cultivate a culture of wellbeing? Start with research on how recognition can guide these efforts.

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