



Tips to Enhance Career Wellbeing for Employees and Why It Matters



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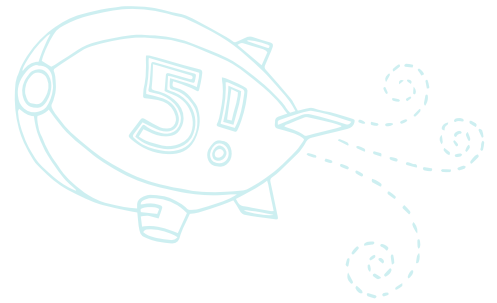
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Elements of Wellbeing

A look at five elements of wellbeing as identified by Gallup and the cost of poor wellbeing.

The Five Elements



Gallup studied over 98% of the world's population along with leading economists, psychologists, and other scientists. They found five common elements of wellbeing, each of which involve aspects of life people can do something about. The elements are:

Career Wellbeing

You like what you do every day.

Financial Wellbeing

You manage your money well.

Community Wellbeing

You like where you live.

Social Wellbeing

You have meaningful friendships.

Physical Wellbeing

You have energy to do things.

Overall wellbeing matters for not only employees themselves, but also for your organization. When they are thriving, employees take fewer sick days, deliver higher performance, and have lower rates of burnout and turnover. When their wellbeing suffers, so does your organization.

What is the cost of poor wellbeing?

75%

of medical costs accrued mostly due to preventable conditions

\$322 billion

of turnover and lost productivity cost globally due to employee burnout

\$20 million

of additional lost opportunity for every 10k workers due to struggling or suffering employees

15-20%

of total payroll in voluntary turnover costs, on average, due to burnout

The good news is there are steps that organizations and leaders can take to help improve employee wellbeing. Naturally, they have a hand in an employee's career element. And, as it turns out, career wellbeing is the most important element of them all.



Why Career Wellbeing

A breakdown of why career wellbeing really matters and is the most important of the five elements.



Career Wellbeing Matters

Meaningful work is a big component of a fulfilling life. When people across the world were asked what they want most, the most common reply was a **good job**. Analysis has also revealed career wellbeing has the strongest impact on overall wellbeing. People with high career wellbeing are more than twice as likely to be thriving in life overall.

It makes sense as a good job can provide financial benefits, social interactions, physical activity, and a community connection. In other words, each element can be tied to career wellbeing in some way.

Quality over quantity

So, what determines career wellbeing? It turns out the quality of work matters a lot more than the quantity. How people experience their workload has a **stronger influence on burnout** than number of hours worked. For overall wellbeing, quality of the work experience has **2.5 to 3 times the impact** as days or hours worked.





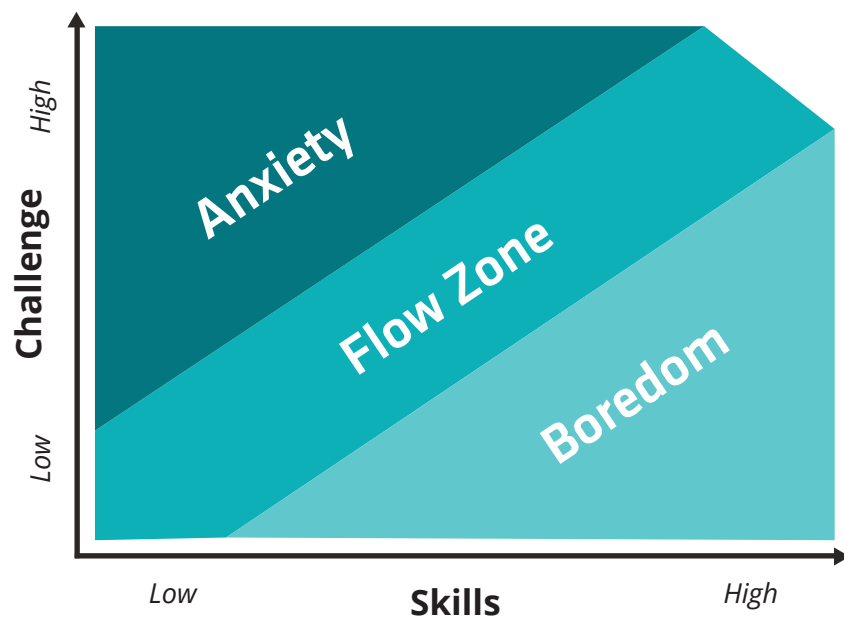
How to Enhance It

Tips for how to improve your employees' career wellbeing by leaning into a quality work and employee experience.

Balance Challenge Levels



One way to help your employees experience their workload positively is to find the right balance. Try to match the employee's skill level with appropriately challenging work. Consider the following chart:



Having skills that far outweigh work challenges can lead to boredom and feelings of unaccomplishment. On the other hand, anxiety and burnout can stem from too much challenge and an insufficient skill set to succeed.

Find the right balance to get employees into their “flow zone.” They want to feel engaged with stimulating yet attainable work.



Lean into L&D

Offer learning & development opportunities for your employees. The opportunity to learn and grow was actually reported to be the **number one driver** of a great work culture. And employees at companies with highly rated cultures are **25% more likely** to report being happy working for their organization.

To amplify L&D, lean into these tactics:

- **Create inclusive and accessible learning experiences**
- **Maximize DEI efforts**
- **Keep up with ever-changing business requirements**
- **Measure progress and impact**



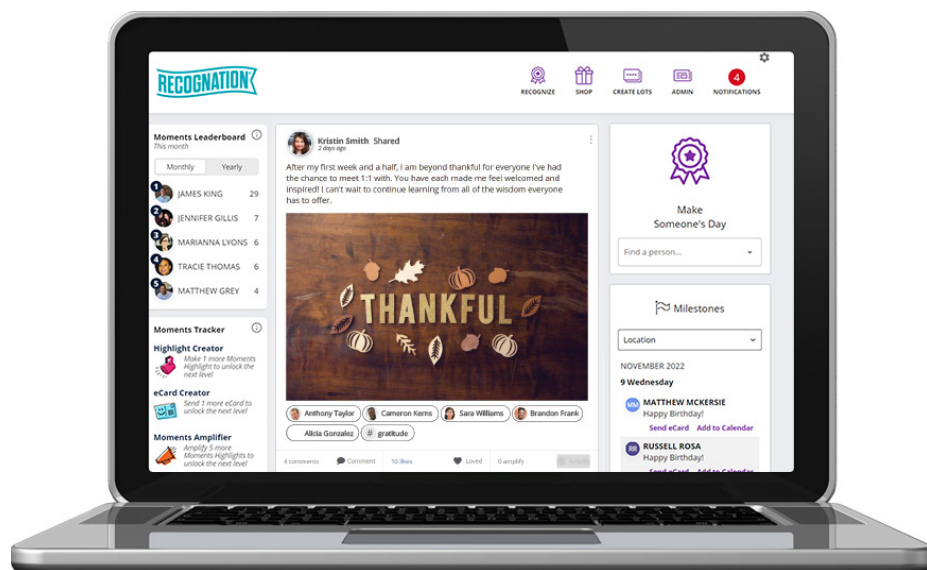
The tools and resources you offer will likely vary for each individual based on their role, skills, and goals. Keep in mind that growth does not always have to be vertical. Reskilling and internal mobility are also pieces of the puzzle.



Create a Culture of Recognition

Appreciating and recognizing employees is essential to career wellbeing. Praise reaffirms that they're doing a good job and encourages them to keep it up. It also brings a sense of fulfilment and helps them feel more engaged at work. To imbed appreciation into your culture, focus on peer-to-peer recognition.

When you open up the floor to every employee, there is more visibility. Managers cannot always see what goes on day-to-day. Peers work alongside one another and can highlight more of those moments. Increasing the frequency recognition is given deeply roots it into your culture.



What's Next?

We help organizations create a program with a holistic approach to recognition. We've got everything from formal service awards to a digital platform for daily engagement.

We love enabling organizations to shine a light on all the moments that matter. Partner with us!



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