



## 8 Easy Wellness Practices for Your Organization

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- 1 | Add *Wellness* as a dimension of your organization's Performance Appraisal process. Have staff and their supervisors reflect on criteria associated with demonstrating wellness in the job role.
- 2 | Review the *Wellness* dimension in regularly held one-on-one supervision and coaching meetings.
- 3 | Revise the organization's insurance plan to access bundled wellness resources for the staff team.
- 4 | Post free wellness services and organizational wellness policies on all pin boards, conference room walls, etc. Refer to these documents to keep them fresh in everyone's mind.
- 5 | Create monetary alternatives to your existing compensation structure. Monetary alternatives include options such as once-a-week work from home days, bring the child or dog to work days, priority parking spots, monthly gift certificates, and discounts at gyms or with private Personal Trainers.
- 6 | Require email away messages to read, "In order for your email or need to be addressed, email the following person: \_\_\_\_\_. I am away until [insert date] and our organizational policy does not allow me to invest time in addressing emails that come in while I am away on sick leave or vacation. Please know that we care about your email and need so please email the email address above or re-email me upon my return."
- 7 | Annually, require all organizational leaders to attend at least six-weeks of off-site therapy in order to mute the stigma around caring for mental health.
- 8 | Update organizational policies, and your staff team about those policies, that address domestic violence and intimate relationship violence, sexual harassment and assault, racialized micro-aggressions, safety on premises, religious and gender inclusivity, and any other policies that ensure dignity for the staff team.