



■ What are the drivers of employee wellbeing?

Using science to determine what makes us happy at work.

It's vitally important that all companies start by measuring employee wellbeing. After all, you cannot manage what you don't measure.

We recommend measuring the four key dimensions of employee wellbeing: job satisfaction, happiness, stress, and sense of purpose. But that's just the first step.

Because these measures only tell us how people feel, they don't tell us why people feel that way.

To figure that out, we need to look at the drivers of employee wellbeing. There are so many contributing factors that influence our wellbeing at work: our working environment and conditions, our manager, our sense of belonging, our sense of appreciation, whether the work we do is energising, whether we have flexibility, autonomy, trust, scope to learn and grow ... there are a lot of dots that need to connect.

Taking an organisational-level approach means implementing interventions aimed at improving each and every one of these drivers of employee wellbeing.

And it's worth remembering that different drivers will be more or less important to different people. Our needs are diverse.



Achievement



Appreciation



Belonging



Energy



Fair Pay



Flexibility



Inclusion



Learning Opportunities



Manager Support



Stress



Support



Trust