



# Energy

is a key driver of workplace wellbeing

Compared to tired workers, **energised employees** are more engaged, productive and happy at work. Work-related stress is a common source of energy drain, so getting this under control is key to improving workplace wellbeing.



# Energy Interventions

## Build employee resilience

Building employee resilience enhances their ability to cope with stress and in turn, protects their energy. Effective resilience-building initiatives involve self and group reflection to identify personal strengths and work-related stressors, as well as problem solving to resolve conflict, and cognitive behavioural therapy to reduce negative self-talk.<sup>1</sup>

Employees with poor work-life balance are susceptible to exhaustion and burnout, so programmes that help them set boundaries between their work and personal life can improve their resilience.<sup>1,2,3</sup> For example, a workplace policy outlining digital communication etiquette outside of working hours can prevent over-connectivity and excessive overtime.



### Sources:

1. Liossis et al. (2009)
2. Foster et al. (2018)
3. Ejlertsson et al. (2021)



# Energy Interventions

## Empower employees through job crafting

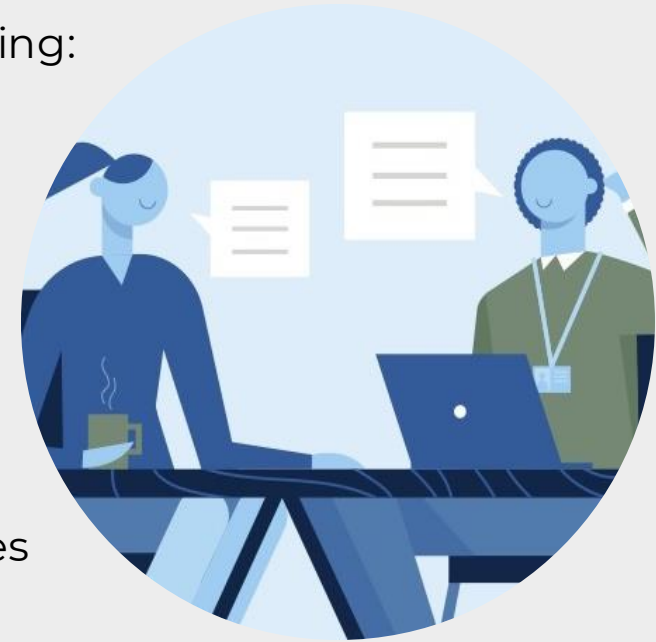
Job crafting provides employees with opportunities to customise their jobs in a way that better supports their wellbeing.<sup>1</sup> There are three main forms of job crafting:

**Task crafting:** altering the type, scope, sequence, and number of tasks

**Relationship crafting:** altering social interactions at work

**Perspective crafting:** altering perceptions of work

Studies conducted in various workplace settings including healthcare, education, manufacturing, and hospitality show the positive benefits of job crafting to employees including improved energy, engagement, and job satisfaction.<sup>2,3,4</sup>



### Sources:

1. [Harvard Business Review \(2020\)](#)
2. Frederick and VanderWeele (2020)
3. Gordon et al. (2018)
4. Van Wingerten et al. (2017)



# Energy Interventions

## Schedule micro-breaks

Encouraging employees to take short breaks throughout their work day can stabilise energy and productivity levels. Studies show that employees who take breaks are more attentive and alert later in the day and require less recovery time after work.<sup>1,2</sup>

How employees spend their break and when they choose to take their break can influence wellbeing outcomes. The optimal approach will depend on the nature of their work, socioeconomic background, and cultural norms.

- Research suggests that engaging in movement over breaks such as stretching or a short walk can be beneficial.<sup>3</sup> A randomised control trial of a group-based exercise programme administered across 31 Japanese workplaces increased vigor, social support and job satisfaction among participants.<sup>4</sup>
- A large-scale field experiment of low-income workers in India showed improvements in cognition, psychological wellbeing, and productivity following a 30 minutes afternoon nap.<sup>5,6</sup>



### Sources:

1. Steidle et al. (2017)
2. Bennett et al. (2020)
3. Fuegen and Breitenbecher (2018)
4. Michishita et al. (2017)
5. Bessone et al. (2021)
6. Schwartz (2010)



# Energy Interventions

## Educate employees on sleep hygiene

Educating employees about the importance of restful sleep in their overall wellbeing is a simple intervention that can yield several benefits including reduced incidences of sleep deprivation, presenteeism, and workplace injury.<sup>1,2,3</sup>

Sleep hygiene training should empower employees to make simple adjustments to their daily routines that promote better quality sleep such as morning sun exposure and evening screen-time reduction. This training is especially important for shift workers who often struggle to maintain healthy sleep schedules.



### Sources:

1. Robbins et al. (2022)
2. Redeker et al. (2019)
3. Takano et al. (2021)



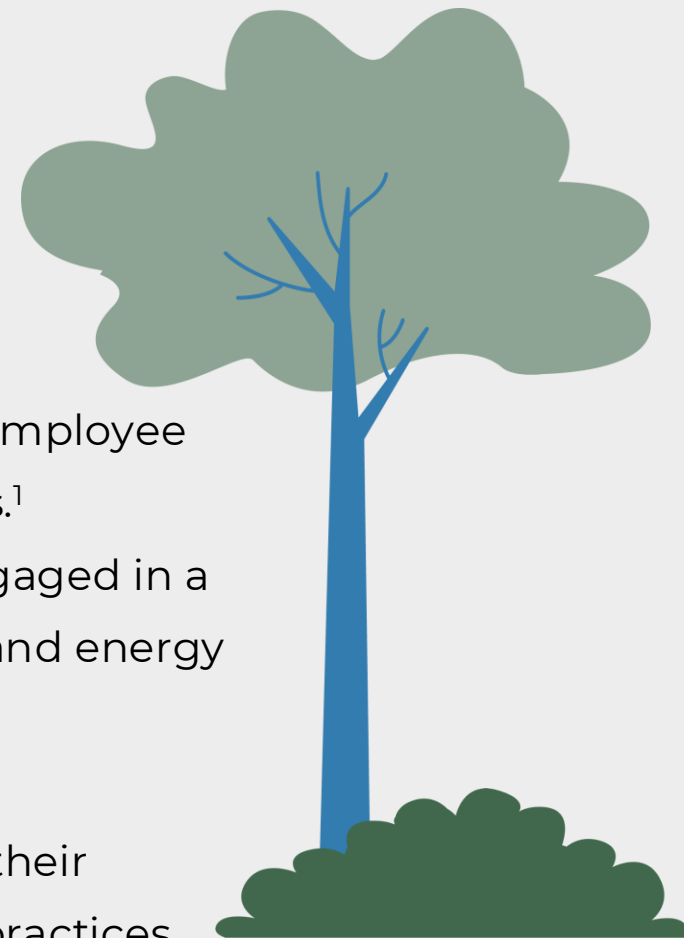
# Energy Interventions

## Offer mindfulness, meditation and yoga courses

Mindfulness, meditation, and yoga are widely studied practices that offer valuable benefits to employee wellbeing if they are adhered to in the long-term.

- A seven-week online mindfulness course increased resiliency and vigour among employee participants of a chemical company, and benefits were sustained after six-months.<sup>1</sup>
- A randomized control trial at a British University revealed that employees who engaged in a 60 minute yoga class once per week reported greater mental clarity, confidence, and energy compared to those who did not.<sup>2</sup>

Consistency is key to sustainable results, so help employees minimise any factors in their working conditions that may be impeding their ability to regularly engage in these practices.



### Sources:

1. Aikens et al. (2014)
2. Hartfiel et al. (2011)



# Energy Interventions

## Integrate wellbeing initiatives into workplace culture

Recent research analysing data from >46,000 employees found that various corporate wellbeing and stress management initiatives including mindfulness classes, yoga classes, and resilience training had **no effect** on mental health.<sup>1</sup> These initiatives are doomed to fail if working conditions do not support their implementation.

80% of employees in a recent Deloitte survey reported that they were struggling with heavy workloads and stressful jobs.<sup>2</sup> Leaders should focus on changing job conditions to reduce employee stress and facilitate opportunities to integrate personal development into their workday before attempting to change how employees manage stress through practices that require additional work to realise benefits.



### Sources:

1. Fleming (2024)
2. [Deloitte Insights](#)



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# Energy

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# Making the most of this resource



The Work Wellbeing Playbook is a concise guide derived from a systematic literature review of workplace wellbeing interventions. It offers a high-level summary of evidence-based interventions categorised by 12 key drivers of workplace wellbeing, distilled from over 3,000 academic studies.

Aimed at busy professionals, it provides accessible insights to improve employee wellbeing.

This playbook builds upon the World Wellbeing Movement's science-based recommendations for how to measure both [how employees are feeling at work](#), and [why they are feeling that way](#). You can then use the Work Wellbeing Playbook to address the areas for improvement within your organisation.

Business leaders are recommended to keep diversity top of mind when leveraging the playbook to craft a **holistic** employee wellbeing strategy for their organisation. While no single intervention guarantees success, combining multiple interventions across various levels and drivers of wellbeing can yield positive results for organisations.

# Sharing this resource



## Cite this resource:

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