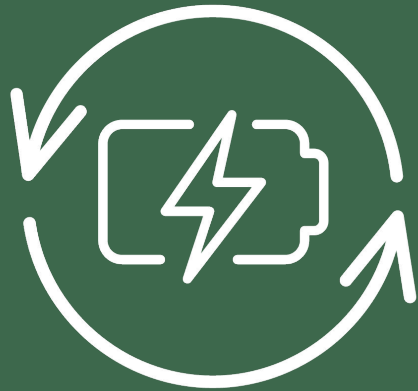




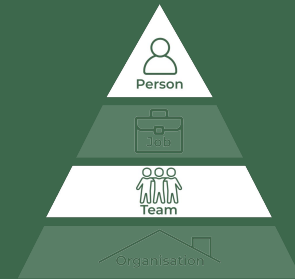
Energy

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

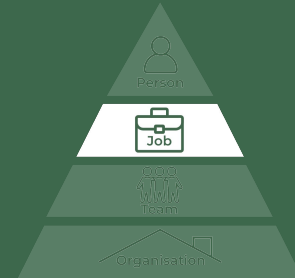


Build employee resilience

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.¹

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.^{1,2,3} For example, a workplace policy outlining digital communication etiquette outside of working hours can prevent over-connectivity and excessive overtime.





Empower employees through job crafting



Job crafting provides employees with opportunities to customise their jobs in a way that better supports their wellbeing.⁴

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



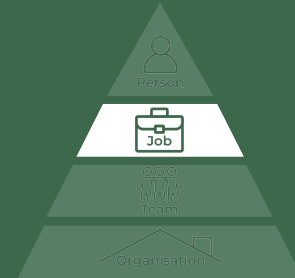
Refer also to other drivers:

- **Stress**
- **Operational Design**
- **Purpose**

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.^{5,6,7}



Energy Interventions



Schedule micro-breaks

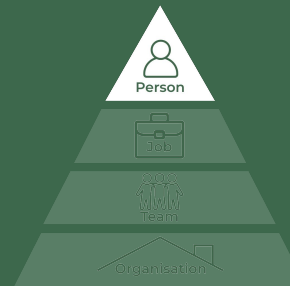
Encouraging employees to take short breaks throughout their work day can stabilise energy and productivity levels. Studies show that employees who take breaks are more attentive and alert later in the day and require less recovery time after work.^{8,9}

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.¹⁰ A randomised control trial of a group-based exercise programme administered across 31 Japanese workplaces increased vigor, social support and job satisfaction among participants.¹¹
- 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.^{12, 13}



Energy Interventions



Educate employees on sleep hygiene

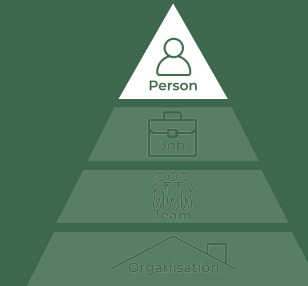
Educating employees about the importance of restful sleep in their overall wellbeing is a simple intervention that can yield several benefits including reduced incidences of sleep deprivation, presenteeism, and workplace injury.^{14,15,16}

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.





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.¹⁷
- A randomised 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.¹⁸



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.



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.¹⁹ 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.²⁰



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 manages stress through practices that require additional work to realise benefits.





Energy

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Making the most of this resource

1 Measure

Conduct an employee survey to assess four core dimensions of employee wellbeing: **job satisfaction, happiness, stress, and sense of purpose.**

Collectively, these provide a scientifically validated, multidimensional view of how employees experience work.

Equally important, organisations should measure **the drivers of workplace wellbeing** - the underlying working conditions, relationships, and organisational factors that shape those experiences.

2 Understand

Once you've got the data, the next step is to **identify which drivers most strongly predict wellbeing outcomes within your organisation.**

Workplace wellbeing is multidimensional, shaped by a range of drivers, but not all drivers exert equal influence in every context.

By applying **data analysis at scale**, organisations can uncover which factors most powerfully explain wellbeing within their organisation.

3 Act

Once you have identified your priority drivers, the next task is to **select and implement interventions** that address them effectively.

The Playbook provides a curated selection of **evidence-based interventions** to help you act with confidence to choose interventions that are both empirically grounded and contextually feasible.

Don't forget to build **evaluation** plans into your intervention design.



Read [our guidance](#) document before getting started, to ensure you get the most out of the resources.

Sharing this resource

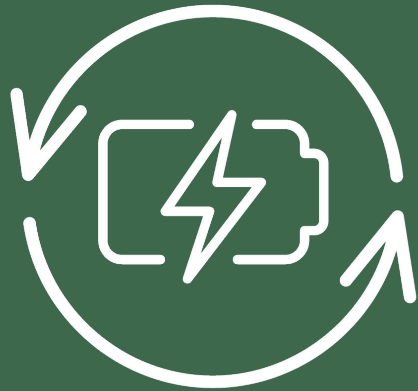


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Energy

is just one key driver of
workplace wellbeing

These are just some of many evidence-based interventions recommended in the Work Wellbeing Playbook.



All recommendations and academic citations, organised by driver, are available for free on our website:

www.worldwellbeingmovement.org/playbook