

# BUILDING A WELL BEING PROGRAM

Building a well being program for your organization is no small undertaking. Below are key milestones to keep in mind as you get started.

## START

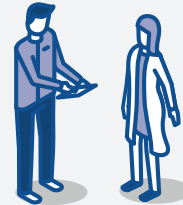


### FOSTER A SHARED UNDERSTANDING.

Clearly define what well being is and why it is important to the organization.

### EXAMINE THE IMPORTANCE OF LEADERSHIP'S ROLE.

Conduct a meaningful evaluation of your leadership culture to ensure it aligns with the vision of well being.



### OUTLINE EXISTING WELL BEING INITIATIVES.

Performing an audit is a crucial step for organizations to identify what's already being done and to help build a strategy to address unmet needs.



### REVIEW DATA TO IDENTIFY NEEDS.

Carefully review all survey and institutional data to explore ways to build more psychological safety and support for well being.



### ESTABLISH STRATEGIC PARTNERSHIPS.

Identify people who will champion well being in the organization and ensure they have the resources they need to fill that role.

### CREATE CONVERSATIONS WITH STAKEHOLDERS.

Listen closely to the concerns of people inside and outside of your team or department.



### PREPARE TO OFFER SOLUTIONS AND SUPPORT ENGAGEMENT.

Create a pipeline for information, share feedback with stakeholders and increase program champions.



## INSTITUTE THE PROGRAM

We're here to partner with you in creating and instituting a well being program to serve your staff. For more information on building a well being program download our article [Launching a Well Being Program: Important Steps for Success](#) or contact VITAL WorkLife to speak to one of our experts about developing a comprehensive organizational program.

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