

Promoting social wellbeing in the workplace

Lucy Standing

Vice Chair Association for Business Psychology

BraveStarts.com

Definition - social wellbeing

- ▶ Emotional
- ▶ Physical
- ▶ Social Well-Being — The ability to communicate, develop meaningful relationships with others, and maintain a support network.
- ▶ Workplace
- ▶ Societal

The research evidence

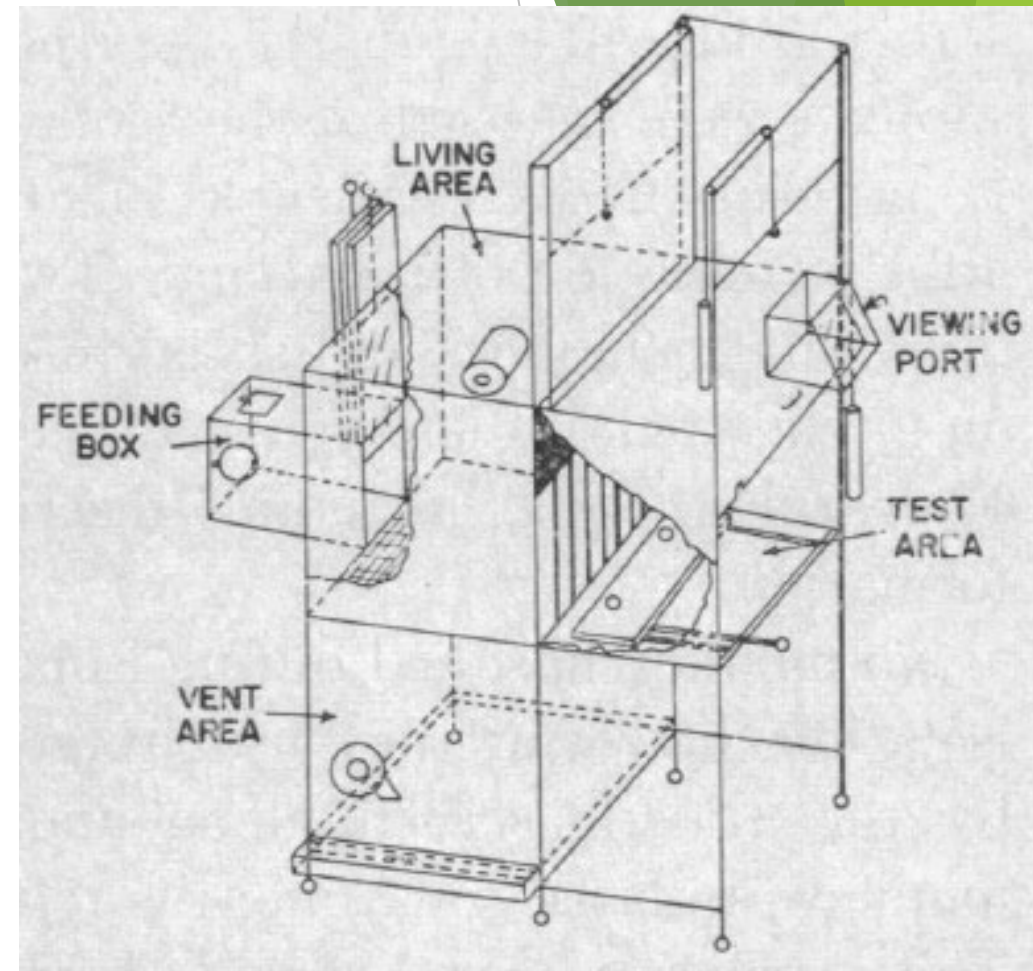


FIG. 2.—Total social isolation chamber.

“..the "total isolates",...were found to be "enormously disturbed". After being isolated for a year, they barely moved, did not explore or play, and were incapable of having sexual relations. When placed with other monkeys for a daily play session, they were badly bullied. Two of them refused to eat and starved themselves to death”.

- *Wikipedia 2019*

Contribution of risk factors to excess mortality in isolated and lonely individuals: an analysis of data from the UK Biobank cohort study - Marko, E et al 2017

Report conclusions:

“Isolated and lonely people are at increased risk of death”.

Loneliness and Social Isolation as Risk Factors for Mortality: A Meta-Analytic Review. Holt-Lunstad, J. et al 2015

Report conclusions:

“social isolation, or living alone....corresponding to an .. increased likelihood of mortality”

Robert Waldinger - TED Talk



that good, close relationships
are good for our health and well-being,

What makes people happy at work?

1. Work that helps other people
2. Work that is engaging
3. Not too many major negatives (long commute, insecurity, unfair pay)
4. Work which matches skills and abilities
5. Work life balance - flexible working
6. Working with supportive colleagues

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Why care?



Thriving in the New Work-Life World

MetLife's 17th Annual US
Employee Benefit Trends Study
2019

Continue Reading 



“People value trust and flexibility above any other employee benefit”



café) from time to time. We encourage everyone to work from home every other Friday to keep us remote-friendly – we record our all-hands meeting so you can stream it or catch up later.

- 32 days' holiday a year (inc UK public holidays), and we encourage you to use them all up! Building a bank is a marathon, not a sprint.
- You can also take an additional month of unpaid leave each year if you wish, to work on personal projects, travel further afield, learn a new language, take an intensive pasta-making course, or something else.



Enjoy quality time

We all need time away from work to recharge, travel, take care of personal stuff, or spend time with family and friends. Take a vacation, volunteer, or flex your workday to meet your personal and business needs—there's no one-size-fits-all recipe for helping you to be at your best.



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Tips for a positive social wellbeing culture



Attraction: Hot off the press! “If you were thinking of changing jobs what would be most useful?”

Having an on site career coach

5.3



Opportunities to talk to and shadow experts doing the jobs I'd like to learn more about

6



Doing psychometric tests which help identify what jobs might be suited to my skills and strengths

4.8



Joining a co-hort of career changers (like a graduate recruitment scheme for career changers) and going through a training programme

5.2



Help with childcare provision (on site creche or support with childcare vouchers for example)

3.5



Job flexibility (either 4 day weeks, longer holidays, flexible hours etc..)

5.9



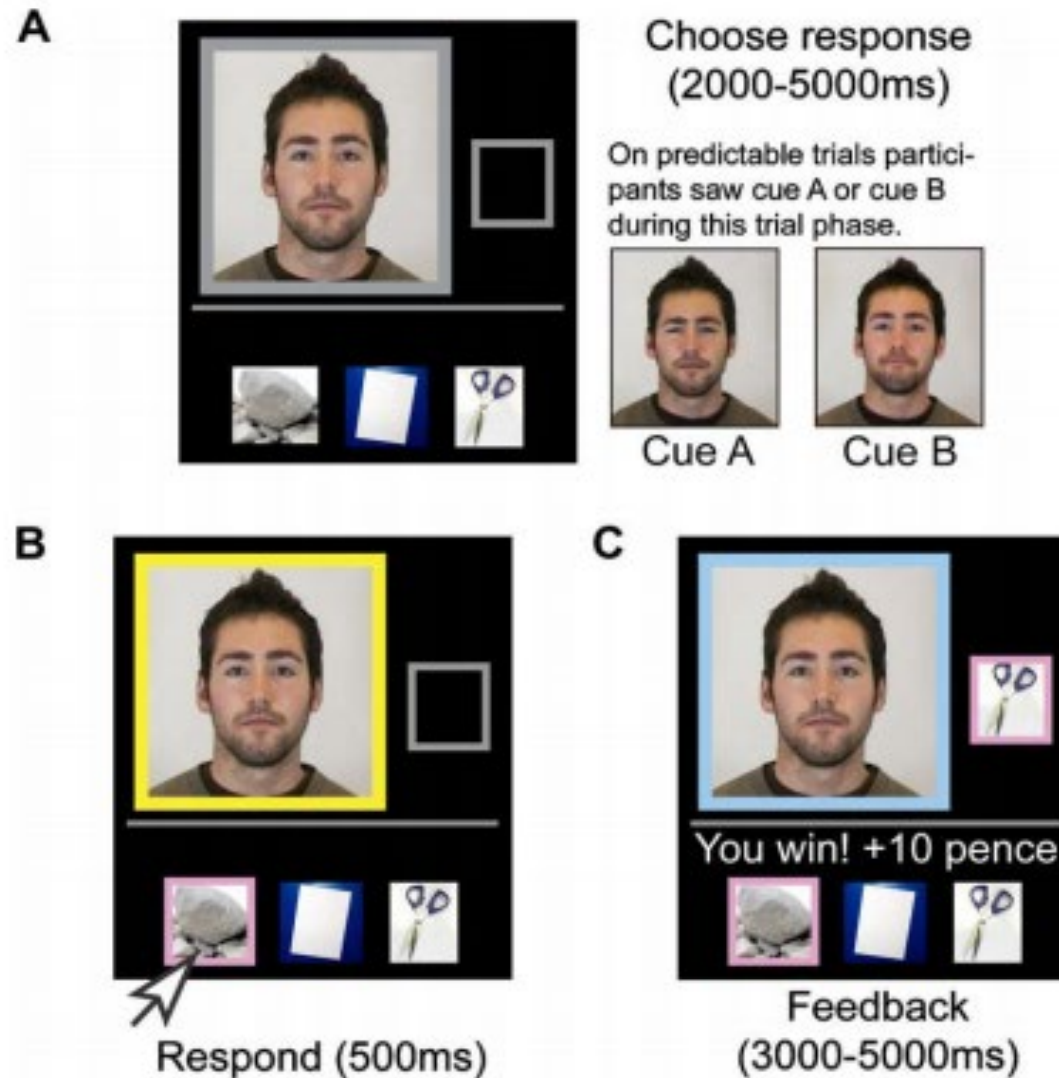
Attraction: age targeted cohorts



Selection process



Learning and development



Networking



Benefits

- ▶ 8-6 most days
- ▶ Pension
- ▶ Salary
- ▶ Company car
- ▶ Medical
- ▶ More flexibility
- ▶ More focus on work life balance
- ▶ Help getting next job - time off for studying/courses/start ups
- ▶ Trust
- ▶ Increased paternity provision

Leaving



Questions?