

*[theme music playing]*

*Opening credits: Gray screen with words in black “Are you...” HReady logo flies on screen in pieces and assembles against gray background.*

*Gray screen with HReady logo in upper left corner. A blonde-haired woman host named Janice pictured on the left. Black words on bottom right read, ‘Welcome to HReady with Janice Appleby chief human resources officer for Vizo Financial’*

**Janice:** Hi, I'm Janice Appleby, chief human resources officer here at Vizo Financial. Welcome to HReady. Here is your HR question for today:

*Gray screen with large HReady logo appears. Black words appear.*

**Janice:** According to Gallup, what are the five elements of wellbeing?

**Janice:** A: Diet, Exercise, Finance, Experiences, Friendships.

**Janice:** B: Career, Social, Financial, Physical, Community.

**Janice:** C: Education, Compensation, Conversation, Experiences, Work-Life Balance

*Black and pink timer counts down five seconds in the bottom right-hand corner.*

**Janice:** The answer is B.

*Screen fades to reveal Janice sitting in tan chair in an office. Bookcase with photos and books and a plant sit in the background.*

**Janice:** As we start to come out of full pandemic mode, companies have an opportunity to focus, or perhaps refocus, on the employee experience. What does that look like now that the traditional workplace has changed? We're going to be exploring wellbeing in a two-part series here on HReady—welcome to part one!

**Janice:** The Gallup organization has been studying the components of what makes people feel happy and fulfilled for decades. Through this research, they have identified five key elements of wellbeing. Despite all that has transpired in that time – and especially in the last year – there are consistent factors that contribute to wellbeing in both personal and professional settings.

**Janice:** But before we dive into those elements, let's talk about the difference between wellbeing and wellness. They are related but not necessarily interchangeable, as many would think. Wellness is about being physically healthy and able to do things we want to do, free from illness and distress. While wellness is important, it's only one piece of the puzzle. Wellbeing, on the other hand, is a holistic view of a balanced, well-lived life.

**Janice:** So, let's look into each of the five elements to see how your credit union can help employees achieve true wellbeing and thrive.

**Janice:** Career Wellbeing. According to Gallup, career wellbeing is the most important element and foundational to the other four elements. Career wellbeing is about employees liking what they do each day and being motivated to achieve their goals. If employees are able to play to their strengths and believe deeply in the purpose of their work, they're more likely to experience high levels of career wellbeing. One of the most effective ways to help employees identify their strengths is through the CliftonStrengths assessment, which identifies a person's dominant talent themes. When employees know their strengths, they are six times more likely to be engaged in their job.

**Janice:** Social Wellbeing. This element is all about having supportive relationships and love. Humans are social creatures, and we look to surround ourselves with others who foster the best in us. We crave close relationships where mutual respect and commitment to one another is a top priority. Creating regular opportunities for employees to get to know each other better at work is one way to enhance this element.

**Janice:** Financial Wellbeing. This element focuses on financial security and having control over income. To achieve wellbeing in the financial sense, people must learn to spend money wisely on experiences that contribute to other areas of wellbeing. Those with high levels of financial wellbeing are comfortable with their standard of living, and they tend to be willing to give back to others in financial need. Your credit union can help employees increase their financial wellbeing by providing access to financial planning and related services.

**Janice:** Physical Wellbeing. This element ties into wellness since good health plays an important role in wellbeing. Physical wellbeing is about having energy to get things done. Eating well, exercising, getting sufficient sleep and staying active are essential to thinking clearly and reaching optimum energy. One way to promote physical wellbeing in the workplace is to encourage employees to take wellbeing breaks, such as a 10-minute walk, a few times during the day.

**Janice:** Community Wellbeing. This element is about employees being happy, feeling safe and having pride in their communities. Communities provide people the opportunity to be part of something bigger than themselves. There's a sense of belonging, which creates engagement in all aspects of life. You can support employees' community wellbeing by inspiring them to support community programs that are important to them.

**Janice:** All of these five elements and their solutions culminate in employee wellbeing – something that all organizations should prioritize. Wellbeing, after all, is the key to not just engaged employees, but thriving employees. Even engaged employees can still experience burnout and stress. In fact, 61 percent of engaged employees experience burnout. They're also 48 percent more likely to experience stress and 66 percent more likely to experience worry in their daily lives.

**Janice:** Unfortunately, the pandemic has exacerbated these issues. The good news is that people who experience high levels of wellbeing in their personal lives AND in the workplace are less likely to have issues with depression and anxiety. Employees who are doing well in all five areas of wellbeing are more than just engaged, they are *thriving*. That means they are more productive, more involved and generally happier. And isn't that what we want for all our employees?

**Janice:** Stay tuned for the next installment of our wellbeing series in October! In part two, we'll look at the role of leaders and organizational culture in wellbeing at work. And now you're HReady!

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*Gray screen with large HReady logo slides in. Fades to Vizo Financial logo V and a red heart and the words, "CUs" in green on gray background. The logo fades into the Vizo Financial logo. Vizo Financial logo fades out and disclaimer text appears on screen.*

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