

# PUTTING WELL-BEING TO WORK

Well-being can be easily integrated into an organization's workplaces, work practices and work processes. Maslow's Hierarchy of Needs creates a framework for these activities. Physiological and safety, the most fundamental levels of needs, form the foundation of the pyramid, while belonging, esteem and self-actualization shape the top.

## **PHYSIOLOGICAL** PHYSICAL HEALTH AND COMFORTS



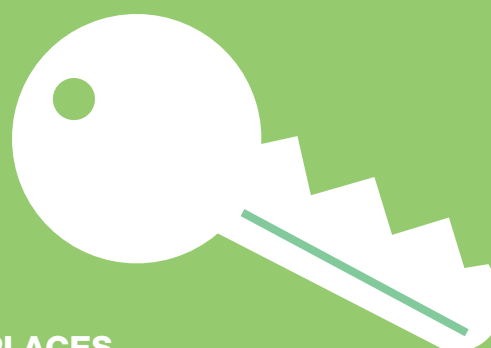
### WORKPLACES

- + Offer connections to nature
- + Ensure physical comfort
- + Encourage movement and activity

### WORK PRACTICES AND WORK PROCESSES

- + Support a healthy lifestyle
- + Encourage active workdays

## **SAFETY** SECURITY, SAFETY AND STABILITY



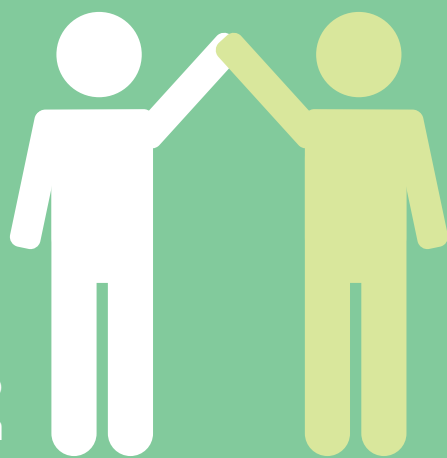
### WORKPLACES

- + Provide holistic ergonomics support
- + Eliminate dangers and toxins
- + Design for personal and information security

### WORK PRACTICES AND WORK PROCESSES

- + Cover the basic security needs
- + Reduce work-life conflict
- + Create a culture of safety

## **BELONGING** RELATIONSHIPS AND CONNECTIONS



### WORKPLACES

- + Make it easy for people to connect with each other
- + Foster community
- + Tell your organizational story

### WORK PRACTICES AND WORK PROCESSES

- + Create a sense of community
- + Promote inclusion
- + Establish the broad vision

## **ESTEEM** SELF-WORTH AND RESPECT



### WORKPLACES

- + Design spaces to build rapport and trust
- + Provide for a range of sensory experiences

### WORK PRACTICES AND WORK PROCESSES

- + Offer opportunities for personal growth
- + Embrace transparency
- + Gather and embrace feedback

## **SELF-ACTUALIZATION** PURPOSE AND MEANING



### WORKPLACES

- + Provide the power of choice and autonomy

### WORK PRACTICES AND WORK PROCESSES

- + Embrace a higher purpose
- + Energize the workforce