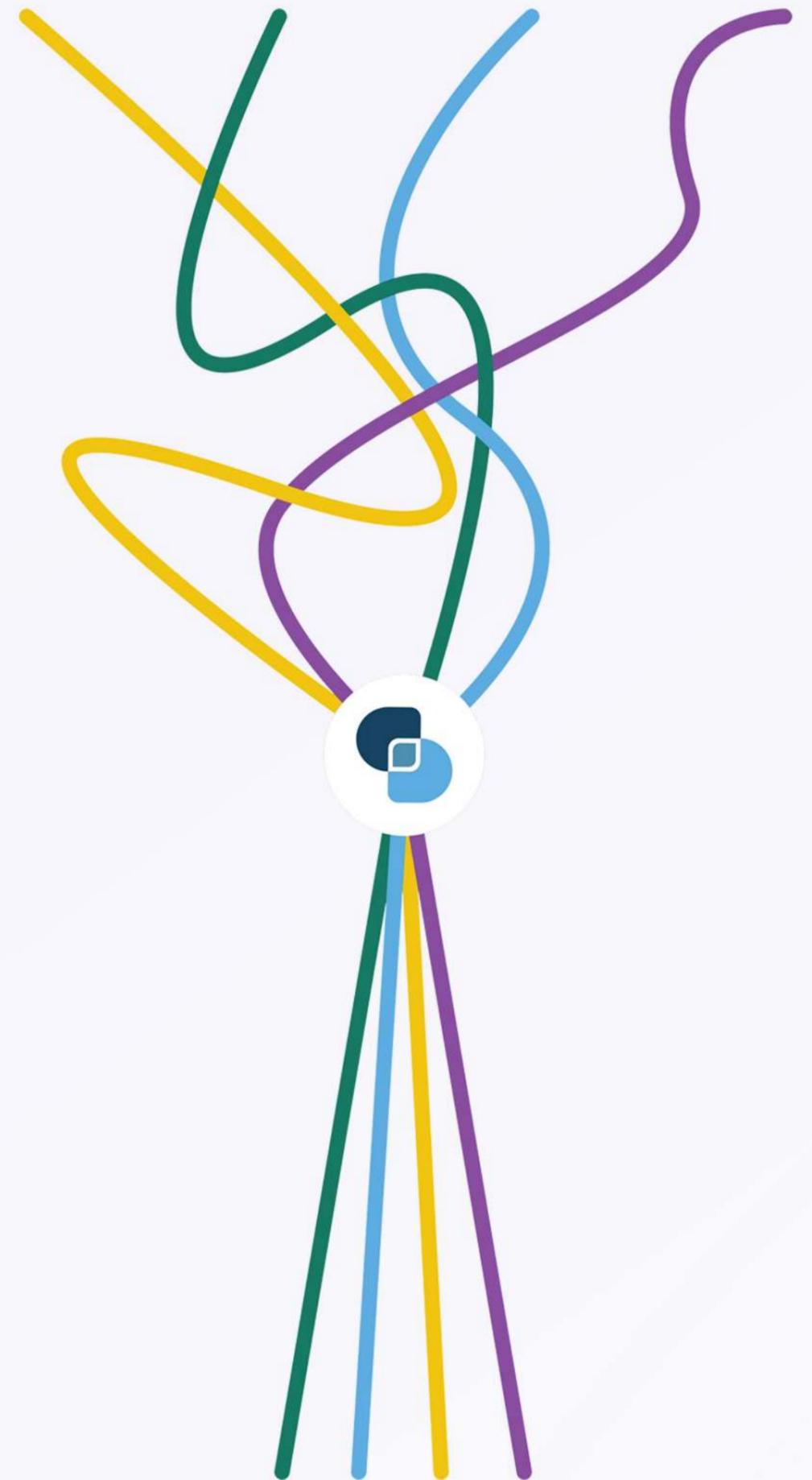


Making your *Monday* more like *Friday*

Ideas to improve employee wellbeing & engagement



1.

Engaging Activities



Use Pulse Surveys

Many companies have turned to Pulse Surveys as the answer to driving team-engagement. Pulse Surveys are usually quick-fire questions sent to employees to give upper management an idea of how they're feeling or if they have any ideas or concerns.

These surveys are usually anonymous, giving employees a chance to share open and honest feedback.

Download a free-eBook about Pulse Surveys here:

<https://stribehq.com/resources/free-ebook-guide-to-pulse-surveys/>

Set up an Innovation Hour

Allocating time on a weekly basis for employees to develop brewing ideas, brainstorm in groups, and escape some of their day-to-day responsibilities, can be extremely fruitful.

Large companies such as Google have used a similar idea to generate some of their most valuable services, Gmail being one.

This time could also be used for staff to upgrade their skillset.

Use games & contests to your advantage

Inject some fun into the workplace with a game or contest for your staff to take part in.

There are loads to choose from online, which suits both workers in the office and at home. A few options include Water Cooler Trivia, Words With Friends and Pictionary.

According to researchers at MIT "conversations outside of formal meetings are the most important factor that contributes to team success". This shows that opportunities to bring your team together and speak informally can be really valuable.

Strengthen your team with Virtual Team Building

Studies show that being friends with someone you work with can boost one's engagement level by up to 50%. ClearCompany also found that 85% of all workplace failures can be attributed to lack of collaboration or miscommunication.

Team building helps your employees to learn how to work together and more-easily communicate about workplace issues.

With remote working on the rise, why not strengthen your team with a virtual team building session?

With lots to choose from such as virtual yoga, escape rooms, online quizzes and personality tests, to name a few, there's something for every team.

Re-imagine the working environment

Covid-19 has proven that many employees feel safe and work harder in new, improved working environments. It's also interesting that workplaces with a positive working environment see reduced absenteeism too.

To not only engage your employees, but make them feel more involved, why not ask them to suggest potential changes to the office space?

New plants? Improved lighting? Better tech?

Some of these are easy wins to ensure your team are happy where they are.

2.

Enhance your team



Relieve the weight of admin work

According to a study by Atlassian, each week employees receive 304 emails. It then takes them about 15 minutes to refocus on their task-in-hand after answering each email, which doesn't even include the 62 hours that the average employee spends in meetings per month.

Take some time out to consider how to automate some of the most mundane tasks, so your team can spend more time on the important work they care about.

Let your employees suggest their goals

It's proven that staff are more likely to be motivated to achieve a goal set by themselves.

In this collaboration, ensure that the goals are SMART (specific, measurable, actionable, results oriented and time bound). Working together on stretch goals also helps to push performance and serves as a motivator for long-term development.

Create a rewards scheme

It's important to recognise and reward hard work, without this the morale of your staff will drop, as will their productivity.

Make a point of being vocal about individual successes and throw in some fun rewards for added measure. These could be anything such as online-vouchers, cinema tickets, free food, and extra time-off.

Trust is key

In a study by psychologists on companies that give their employees more autonomy on their working life (where, when, how), this showed some interesting results.

When your staff are trusted to work in the way that they feel most comfortable, employees feel a greater sense of responsibility, which in turn increases motivation, quality of work, and engagement in a team.

Offer coaching and employee training

Deloitte found in 2012 that employee retention is 25% higher for those who have engaged in mentorship with another member of staff or an outside source.

Why not offer an optional weekly coaching session or find out if your employees want to develop any of their skills?

Sponsoring personal development is a win-win for both the employee and company, the latter who gain a more experienced and versatile member of staff.

Give your team a voice

Knowing what your employees are thinking is key. If there is a potential issue within the company that goes unnoticed by management, this doesn't reflect well on the rest of the employees or the company culture.

If they can see that the managers do care, and can hear their concerns, employees will be more likely to maintain a high level of productivity and engagement, instead of becoming disengaged.

Consider having regular meetings, implementing a suggestion box, surveying your staff and give them a way to speak up anonymously.

3.

Useful Resources



The ultimate guide to Pulse Surveys

How to get the most out of Pulse Surveys.

<https://stribehq.com/resources/free-ebook-guide-to-pulse-surveys/>

How to manage the Millennial workforce of tomorrow

An in-depth look at Millennials and Gen Z.

<https://stribehq.com/resources/how-to-manage-the-millennial-workforce-of-tomorrow-millennials-and-gen-z/>

How to understand what your employees really need

Thriving employees means a thriving business.

<https://stribehq.com/resources/how-to-understand-what-your-employees-really-need/>

Employee engagement questions you should ask

Improving employee engagement doesn't need to be a complicated puzzle to solve. The best way to figure out what your employees need? Just ask them.

<https://stribehq.com/resources/employee-engagement-questions-you-should-ask/>



The best way to listen to your employees

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