Culture

The relationship between organisational culture and health and wellbeing

A healthy organisational culture is the key to employee wellbeing. Culture can be a barrier but it can also be a real accelerator if you get it right.

Before thinking of introducing any health and wellbeing initiative, you need to make sure your organisation's environment supports its success.

2 in 5

HR professionals don't feel their organisation supports wellbeing*

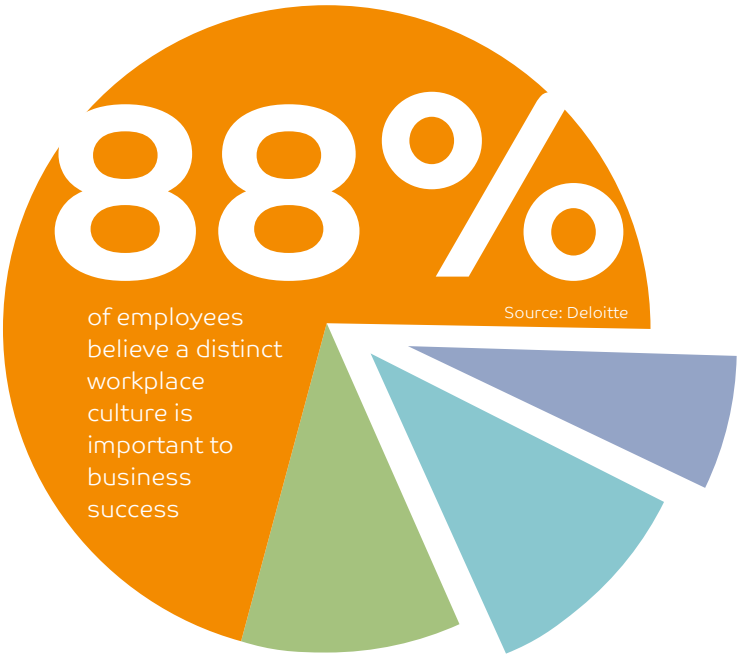
2 in 5

employees feel their organisation's culture doesn't support wellbeing*

"Strategy will only ever be truly effective if it's aligned with your company culture"

Health and wellbeing needs to be ingrained into your company culture from the top down - beyond just HR. Without board level buy in, you risk implementing a health and wellbeing initiative alongside a culture that is pushing in the opposite direction.

Success will only be achieved if employee wellbeing is one of the core values of your business leader - triggering a decision to integrate a strong and sustained focus on wellbeing across the organisation.



86%

of employees at working at organisations with strong cultures feel their senior leadership listens to employees

Source: CultureIQ

37%

of workers think employers should make efforts to change organisational culture to ensure a good work-life balance

Source: Working Families

Source: Forbes

*Westfield Health Wellbeing Index, April 2019