

WHAT TRULY DRIVES SUCCESS INTO YOUR CORPORATE WELLNESS PROGRAM



Participation and Engagement are different in many ways. It is important to know these differences so employees can drive success into your corporate wellness program and to maintain a healthy workplace environment.

Participation in an organisation can involve decision-making, teamwork and goal setting. Corporations often attempt to foster their employee's commitment to their role to achieve the task to the best of their ability. Effective participation by employees in an organisation is when they invest their time to improve the overall standards of the company and its programs.



However, many organisations are only seeking the participants to check boxes off a list, to complete a standard screening, to fill out paperwork or to show up for a HR meeting. But those who select 'engaged' employees that earn the efforts and attention of any task are the ones that are building something amazing in your program that will last.

Engagement or having employees making an investment in your corporation matters entirely. According to Total Wellness, in order to truly see the outcomes and improve the health of the employees, you need staff who will devote their best efforts and invest in themselves, rather than check the boxes and go through the motions.

Engaged employees who are involved in corporation wellness programs are likely to set personal goals, take part in the promotion and activities of the wellness program, actively change or to continue to live a healthy lifestyle outside the workplace and overall, have a positive outlook on life. Employers will also see an increase in their productivity and improved quality of work.

There is still hope for participants to become engaged and motivated within your organisation; there simply needs to be a strong focus in creating opportunity. Give them an opening to make decisions and be actively involved in planning within your wellness program and organisation. Give them the support, guidance and encouragement they need, particularly when they are faced with a challenge. It is also about creating a space where your employees are willing to connect with other peers and their work at hand. Overall, your employees should be experiencing a sense of job satisfaction and feelings of empowerment.

References

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