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Workplace Wellbeing Ambassador Program: Return on Investment

Investing time and resources into healthy workplace initiatives has been shown to positively impact individual physical and mental health, as well as workplace productivity, culture and engagement.

- Active promotion of physical activity and health-related activities in the workplace reduces absenteeism and increases overall mental health of employees. [1] [2]
- In Canada, the majority of workplace health programs aim to improve outcomes related to employee stress, work-life balance and depression. [3]
- Top priorities in Canadian workplaces include 1) developing workplace cultures where individuals are responsible for their health and 2) improving the mental health of employees. [4]
- Workplaces play a critical role in the overall health, engagement and life satisfaction of working-age individuals. The impact of workplace factors on individuals and teams can have both positive and negative results. [6-10]
- Environments that support and enhance wellbeing see increased engagement and productivity; higher retention rates; lower absenteeism; and increased work-life balance and overall health. Conversely, when employees are negatively impacted by their workplaces, it can lead to higher levels of depression and stress; increased discomfort and frustration; reduced psychological safety; and rising rates of absenteeism.[5-9]
- While taking time away from daily tasks to engage in behaviors that support wellbeing might seem counter-intuitive to productivity, the evidence shows that it is actually beneficial.[5-9]
- Physical exercise, actively working on time management and increased social time help improve occupation stress (particularly among faculty). [11]
- Higher education institutions like UBC are administratively intensive and their ability to be effective is largely dependent on academic faculty and professional staff. This heavy reliance on productivity, combined with factors like the student experience, evolving professional practice, and workplace competition, produces challenges that contribute to rising rates of workplace stress within post-secondary environments.[7, 10-14]
- Research demonstrates that in order to work, teach, learn, and manage well, we have to be well. [7, 10-14]

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