

# 5 WAYS TO IMPROVE YOUR EMPLOYEES' LIVES



## 1. Create a culture where employees feel heard and recognized.

According to Gallup's "[State of the American Workplace](#)" study, disengaged employees had higher rates of absenteeism and errors/accidents than their engaged counterparts, causing an estimated \$450-\$500 billion each year in productivity losses. Creating a culture where employees feel heard, valued, and recognized leads to higher engagement rates and fewer turnovers. To boost employee engagement, consider implementing the following:

- Regularly solicit feedback from team members about areas of the business that can be improved. If you have a system in place to do this, evaluate it regularly to make sure it's collaborative, encouraging, and free of potential roadblocks. Bonus points if you empower your employees to take ownership of their ideas and work with the appropriate department(s) to see them through to completion.
- Employees thrive on knowing their work makes an impact on the business. Consider creating monthly impact reports showing how the contributions of certain employees or departments are positively affecting the company.
- Lead by example – staff engagement quickly becomes a company value when employees see management putting it into practice in their own work.

## 2. Encourage mindfulness practices.

[New research from Case Western Reserve University](#) suggests practicing mindfulness can improve attention and interpersonal relationships, both of which help build a better work environment. Bring some meditative practices to your workplace by encouraging employees to take regular breaks and/or discouraging working through lunch, setting up a relaxation room for employees to visit as needed, or facilitating a mindfulness workshop with a local expert.

## 3. Bring passion to the workplace.

On nearly every employee to-do list you'll find those, "I'd love to do this...if only I had the time!" tasks. Unfortunately, these passion projects that could lead to future company innovations are often skipped over in favor of more pressing to-dos with hard and fast

deadlines. One way around this is to give all employees one day – either annually or quarterly - to devote exclusively to a new project within their position that they're truly excited about. These "innovation days" are a fun way to boost morale as employees share their projects with others.

#### **4. Make education easily accessible.**

While tuition reimbursement and continuing education programs in the workplace are valuable and needed, consider offering educational resources that are more accessible to boost participation. This could include creating a company library or book club, or offering online educational resources like Lynda, Coursera, or Udemy as an additional employee benefit.

#### **5. Institute financial wellness initiatives.**

Though it may be called "personal finance," employees are bringing their money concerns to the office. [A recent PwC study](#) found the following:

- 53% of employees are stressed about their current financial situation
- 46% of workers spend 3+ hours during the work week worrying about money
- 47% of those surveyed said their money stress has increased over the last year

Employees who are worried about their debt load, savings capacity, or other financial concerns struggle to give their full attention to excelling in their position. Adding a financial component to your wellness-at-work initiatives can help reduce employee stress and improve productivity. At ACME FCU, we're committed to helping members find ways to save more money and improve their financial lives. Best of all, a relationship with our institution is a FREE addition to your employee benefits package! Contact us to learn more about our Select Employer Group partnerships and how we may be able to help your company.

**BRING THE 😊 TO YOUR WORKPLACE.**



Contact Brittany Carter at  
[brittany@acmefcu.com](mailto:brittany@acmefcu.com) or  
(440) 946-1980 x102 today to  
learn more about how we can  
help improve your employees'  
financial lives.

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