

## 20 Ways to Build Workplace Wellbeing – in 20 Minutes or Less!



**F**or two decades, LifeSpeak has been a leader in employee wellbeing. To celebrate, we're sharing 20 simple ways to create a healthier, happier workplace

### Check in with your team

A quick survey can reveal where your people need the most support—whether it's managing stress, mental health, or other wellbeing needs.

### Introduce a 20-minute mindfulness break

It's easier than ever to bring mindfulness into the workplace. You can use ready-to-go resources, like a **LifeSpeak guided meditation**, to lead the session.

### Step up with a fitness challenge

Host a team or company-wide Wellbeats *Wellness* challenge and compete for the most active minutes in a week.

### Create a wellbeing resources cheat sheet

Compile a shareable guide that outlines all available wellbeing resources, including your EAP, virtual health options, and digital-first solutions like LifeSpeak's wellbeing suite. Make sure to share it during employee onboarding too!

### 20-minute fitness boost

Organize a quick virtual or in-person yoga or cardio class. If virtual, encourage team or company wide participation, but allow people to have cameras off!



## Connect without cocktails

Brainstorm a fun, alcohol-free team-building activity or company event.

## Empower flexibility

If your company structure allows, consider implementing more **flexible work schedules**. This is especially helpful to support the parents and caregivers in your organization, giving them the flexibility to balance their personal and professional responsibilities.

## Share Lifespeak's mental health resources

Email a featured list of mental health resources available through *LifeSpeak Mental Health and Resilience*, promote an ask-the-expert event, or work with your LifeSpeak account manager to plan a campaign.

## Spark team connection

Plan a quick virtual game, icebreaker, or “coffee chat” breakout session. This is especially helpful for remote teams to stay connected and **combat the isolation** that often comes with working from home.

## Step it up and call it in

Encourage people on your team to take one “walking” meeting per week and consider suggesting it company-wide.



## Promote available substance use support

If your organization provides access to substance use support services like ALAViDA *Substance Use* tools and personalized coaching, clearly communicate how employees can access these resources confidentially.

## Provide a quick learning boost

Schedule a 20-minute session on a relevant or timely wellbeing topic, like protecting mental health over the holidays, or coping with election stress.

## Prioritize wellbeing check-ins

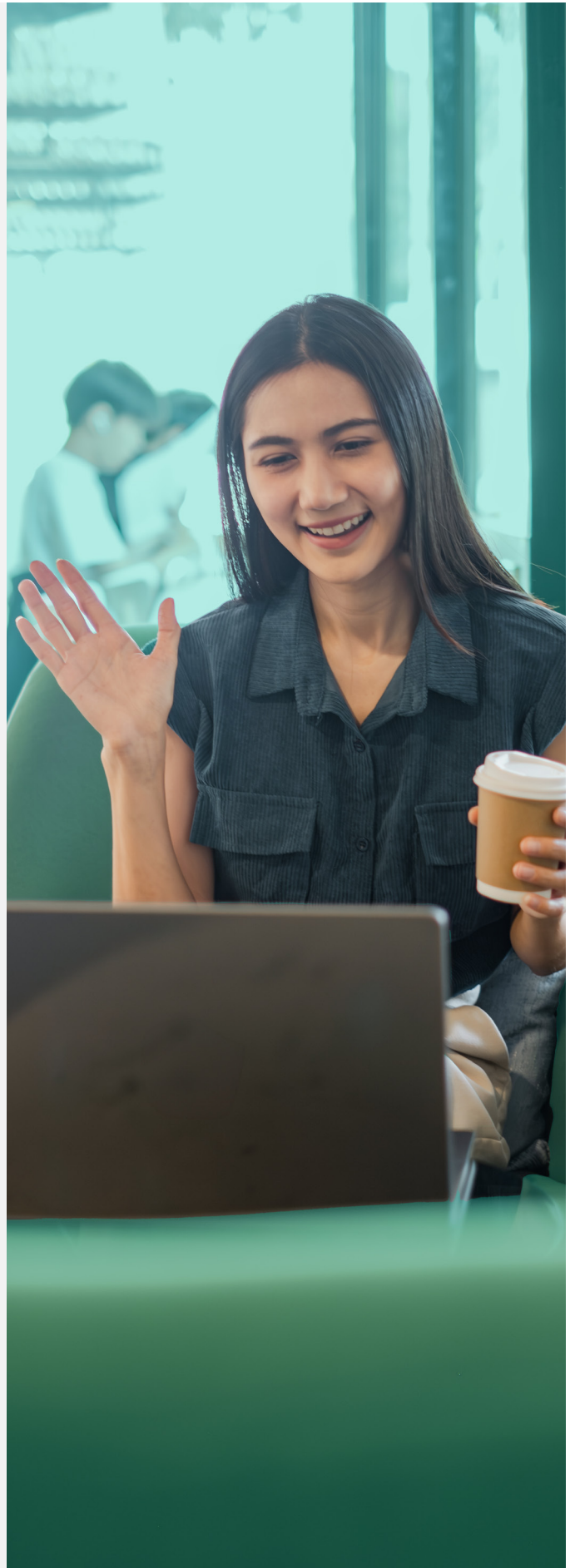
Check in with team members on one-on-ones if you have them, or schedule 20 minutes for individual check-ins on workload and wellbeing.

## Streamline caregiver support

Create a central hub with resources from LifeSpeak, Torchlight, and other available solutions, highlighting access to resources, tools, webinars, and personalized concierge support.

## Remind employees to take time off

Whether you offer set vacation time or “unlimited time off,” remind your employees, take time off to recharge!



## Celebrate successes

Dedicate time for team members to acknowledge each other's efforts. This fosters a culture of **appreciation and motivation**.

## Help ease desk fatigue

Lead a 20-minute stretching session to relieve desk tension or send out a link to a relevant fitness class, such as Wellbeats' **'Chair Yoga'** or **'Midday Stretch for Hands & Wrist'**.

## Support neurodiversity with manager training

Initiate 20-minute training sessions for managers on how to better support neurodiverse team members. Simple adjustments and increased awareness can go a long way in fostering an inclusive, thriving workplace.

## Fuel your focus

Encourage employees to take 20 minutes to learn about **the connection between nutrition and wellbeing**. Share a link to relevant LifeSpeak resources that offer tips on mindful eating, healthy snacking, or boosting energy levels through food.

## Encourage caregivers to recharge

Remind them to set aside **20 minutes for self-care**, highlighting that taking care of themselves is essential for effectively caring for others.



Want even more ideas to cultivate a thriving workplace? Download our free guide: [\*"20 Practical Strategies to Build a Culture of Wellbeing"\*](#)

