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Why social wellbeing matters in the workplace

The Quick-Start Guide to prioritizing

mental wellbeing for your team

Social wellness is the root of a thriving workplace—it gives employees the connection and support they need to grow.

When people feel connected to their coworkers, they're more engaged, collaborative, and productive.

Without those connections, it's easy for isolation and low morale to creep in.

At OpenSesame, we're all about helping you build those meaningful connections. Whether it's fun team-building activities, social wellness workshops, or improving communication skills, we've got practical, flexible solutions to strengthen your team's bond.

Questions for L&D Leaders

▶ Have we created interest-based clubs that truly connect with our employees' unique passions and hobbies?

▶ Are these clubs helping to build stronger social connections and boost engagement across our workplace?

▶ How well are our Employee Resource Groups (ERGs) building a sense of belonging and support?

▶ How can we further empower these groups to strengthen social wellness and inclusivity across our organization?

Having close work friendships can boost satisfaction by 50%, and employees with a best friend at work are seven times more likely to be fully engaged. **– Gallup**

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Introducing interest based clubs or Employee Resource Groups (ERGs) to your team

Want to spark authentic connections and engagement in your workplace?

1. **Introduce interest-based clubs and Employee Resource Groups (ERGs):** Bring people together around shared passions, identities, interests, or causes. These groups go beyond just creating a sense of belonging—they're great for skill-building, networking, and collaboration in a fun, laid-back environment.Whether your team is fully remote or in the office, you can easily shape these groups to work with the tools and platforms you're already using.

2. **Make it easy for individuals to explore spiritual growth:** Offer access to **OpenSesame's online training courses** focused on spiritual wellness to further inspire individuals on social wellness and building meaningful connections.

3. **Designate communal space:** Creating physical and virtual spaces where employees can connect beyond their usual tasks can make a real difference, helping everyone feel more connected, supported, and engaged in your workplace culture.

4. **Prioritize employee recognition:** Using both formal programs and informal shout-outs.

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Let's consider the unrealized importance of Employee Resource Groups (ERGs)

Weaving Employee Resource Groups (ERGs) into your organization **boosts social wellness** and **builds a sense of community**. ERGs are spaces where people can **connect over shared interests** and **support one another**. ERGs naturally **lift morale and help people feel belonging**. ERGs also let your leadership embrace and celebrate the diverse backgrounds and perspectives of your team.

- **Women's Networks:** Support the growth and advancement of women in the workplace through professional development and community.

- **LGBTQ+ Alliances:** Create a safe, inclusive space for LGBTQ+ employees and allies to connect and thrive.

- **Veterans Groups:** Offer networking, career development, and support to military veterans transitioning to the corporate world.

- **Black Employee Networks:** Empower Black employees through mentorship, professional development, and cultural events.

- **Hispanic/Latino Networks:** Celebrate Hispanic and Latino culture while fostering professional growth and community.

- **Asian Employee Networks:** Support the development and recognition of Asian employees through career and cultural initiatives.

- **Disability Support Networks:** Build an inclusive, accessible environment that champions employees with disabilities.

- **Young Professionals Groups:** Connect early-career employees with mentorship, networking, and growth opportunities.

- **Parenting & Family Networks:** Support employees balancing work with family responsibilities, offering resources and a space for sharing experiences.

- **Environmental & Sustainability Groups:** Promote sustainable practices at work and beyond.

Tips for incorporating Interest-Based Clubs (ERGs)

- ❏ **Get leadership onboard:** Start by securing support from top management to give your ERG program the backing, resources, and visibility it needs to thrive.

- ❏ **Find out what matters to employees:** Use surveys or informal meet-ups to uncover the interests and themes that resonate with your team. This helps shape ERGs that truly connect with people.

- ❏ **Set clear goals:** Define what you want the ERG program to accomplish—whether it's building a more inclusive culture, supporting professional growth, or boosting employee engagement.

- ❏ **Create simple guidelines:** Set up a framework to help ERGs run smoothly, covering things like leadership roles, membership, and meeting schedules.

- ❏ **Recruit passionate ERG leaders:** Find enthusiastic team members to lead each ERG, and provide them with the training and support they need to succeed.

- ❏ **Launch and invite participation:** Announce the ERG program company-wide, sharing its goals and inviting employees to join or even start new groups.

- ❏ **Offer ongoing resources and support:** Make sure ERGs have access to essentials like meeting spaces, a budget for activities, and tools for communication.

- ❏ **Check-in and evolve:** Regularly assess how ERGs are doing by gathering feedback and making adjustments along the way.

- ❏ **Celebrate wins:** Recognize and celebrate the contributions of ERGs and their members to keep momentum high and visibility strong.

- ❏ **Innovate and grow:** Look for ways to evolve the ERG program by exploring unique themes, incorporating virtual tools, and expanding globally. Embrace fresh ideas to keep inclusivity and connection at the heart of the workplace.

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Questions for L&D Leaders

▶ How do we regularly recognize employees?

▶ Are our employee recognition programs helping to build a culture of social wellness?

▶ Do they make every team member feel appreciated, connected, and motivated within our organization?

Take stock of your employee recognition programs

The value of employee recognition

Recognizing each other's hard work is at the heart of a supportive workplace. When we take time to celebrate everyone's unique contributions, it creates a sense of belonging and appreciation that brings us all closer together. Recognition programs help build a positive culture where people feel seen, valued, and motivated to connect.

Whether it's a **formal award or a quick shout-out,** celebrating successes together brings a spark of joy to the workday and boosts everyone's mood. Employee recognition lifts spirits and creates a strong, supportive environment where we all thrive.
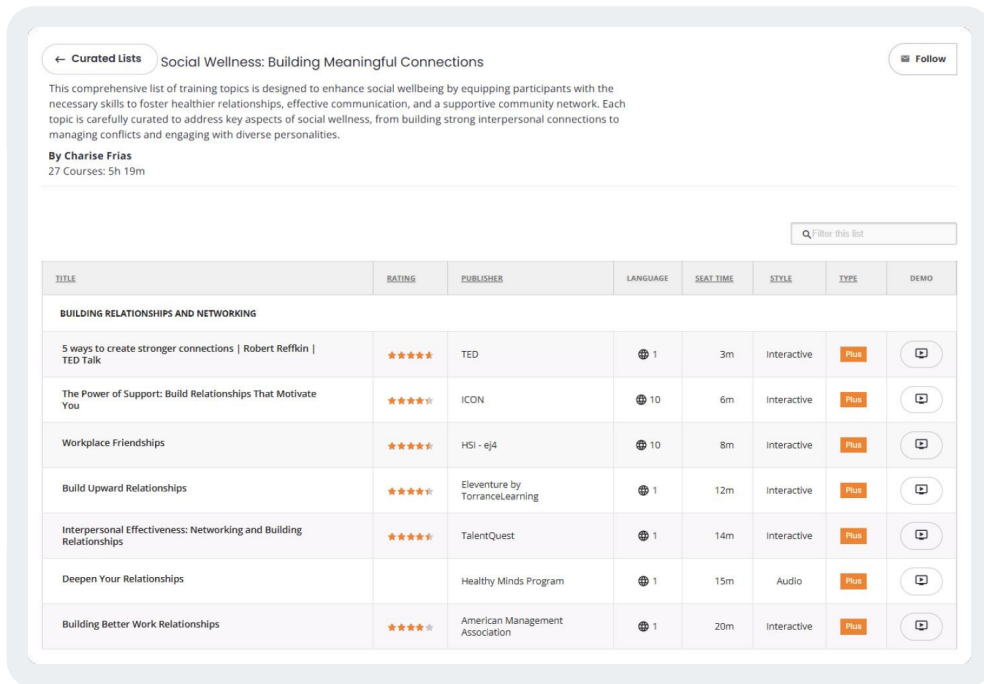
All this and ongoing support for your team with OpenSesame

Have questions about this guide or our resources? Want to collaborate with the curation team on a custom Wellness training plan using the OpenSesame **catalog?**

We're here for you! Reach out to your Customer Success Manager today!

Here's our curated list of 27 OpenSesame Select courses to support your team

Social Wellness: Building Meaningful Connections

← Curated Lists   Social Wellness: Building Meaningful Connections   Follow

This comprehensive list of training topics is designed to enhance social wellbeing by equipping participants with the necessary skills to foster healthier relationships, effective communication, and a supportive community network. Each topic is carefully curated to address key aspects of social wellness, from building strong interpersonal connections to managing conflicts and engaging with diverse personalities.

By Charise Frias
27 Courses: 5h 19m

TITLE	RATING	PUBLISHER	LANGUAGE	SEAT TIME	STYLE	TYPE	DEMO
BUILDING RELATIONSHIPS AND NETWORKING							
5 ways to create stronger connections | Robert Reffkin | TED Talk	★★★★★	TED	🌐 1	3m	Interactive	Plus	▶
The Power of Support: Build Relationships That Motivate You	★★★★☆	ICON	🌐 10	6m	Interactive	Plus	▶
Workplace Friendships	★★★★☆	HSI - ej4	🌐 10	8m	Interactive	Plus	▶
Build Upward Relationships	★★★★☆	Eleventure by TorranceLearning	🌐 1	12m	Interactive	Plus	▶
Interpersonal Effectiveness: Networking and Building Relationships	★★★★☆	TalentQuest	🌐 1	14m	Interactive	Plus	▶
Deepen Your Relationships		Healthy Minds Program	🌐 1	15m	Audio	Plus	▶
Building Better Work Relationships	★★★★☆	American Management Association	🌐 1	20m	Interactive	Plus	▶

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