



Why occupational wellbeing matters in the workplace

The Quick-Start Guide to prioritizing mental wellbeing for your team





Having something to look forward to each day gives us a sense of purpose.

That's where occupational well-being comes in—it's about feeling fulfilled, energized, and genuinely satisfied with the work we do. After all, the way we spend our time shapes not only our careers but also who we are.

Occupational well-being is all about thriving in your role, with **job satisfaction, work-life balance, and opportunities for growth**. When it's lacking, it can throw other areas of life off balance, too.

Employers who invest in occupational well-being create a healthy, meaningful work experience that enriches life both in and out of the workplace.

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?

5 employee engagement statistics for your leadership team



Sixteen percent of employees are actively disengaged at work, potentially harming their work environment through negative attitudes or actions.

— Gallup



Eighty-nine percent of HR professionals agree that regular feedback, check-ins, and recognition are key drivers of employee engagement. (Zippia)

— Zippia



Eighty-nine percent of employees with wellness programs are more engaged and happier with their job.

— Gallup



Only twenty-nine percent of employees are **satisfied with their career advancement opportunities.** (SHRM)

— SHRM

Tips for enhancing occupational wellbeing

❑ **Step 1: Train Managers to Lead with Empathy**

A Gallup study found that around 50% of employees have left a job to escape poor management. Strong leadership is key to a positive workplace, so consider implementing leadership training to help managers foster a psychologically safe environment where employees feel heard. Check out [OpenSesame's Leadership Toolkit](#) to get started.

❑ **Step 2: Show Appreciation with Recognition Programs**

Set up a recognition program to celebrate achievements—whether it's a successful project, reaching a sales milestone, or work anniversaries. Recognizing employees for their contributions helps them feel valued and motivated.

❑ **Step 3: Communicate Clear Career Paths**

Establish and communicate a clear career ladder in each department, so employees understand the expectations, paths to promotion, and opportunities for raises. Regular feedback helps employees stay on track and know what they're working toward.

❑ **Step 4: Offer Growth and Development Opportunities**

Support professional growth by allowing employees time to work on self-development during the workday, offer access to [personal career surveys](#), and [OpenSesame's online training focused on career exploration](#) or a stipend for certifications and training that enrich their roles.

❑ **Step 5: Enable Career Exploration**

For high performers interested in exploring other parts of the business, create opportunities for shadowing or mentorship in different departments to expand their skills and perspectives.

❑ **Step 6: Empower Employees to Contribute**

Encourage employee input in decision-making to foster a sense of ownership and involvement in the company's direction. Use surveys and open discussions to give everyone a voice.

Eighty percent of companies that gauge employee happiness are more likely to have employees stay for another year. Surprisingly, only half of businesses actively measure worker satisfaction.

-Indeed, Workplace Wellness Report 2022

Potential financial wellness survey questions for employees

- Do I feel my strengths align well with my current role?
- Do I look forward to coming to work most days?
- How do I positively impact the team through my role?
- What aspects of my job bring me the most satisfaction?
- What valuable lessons or skills have I gained in my current role?
- Are there additional learning or development opportunities that would make my work more fulfilling?
- Do I feel supported and effectively managed by my supervisors?
- Do I have enough autonomy and control over my work?
- Do I feel encouraged to share ideas and feedback openly?
- Do I feel comfortable talking to my manager and colleagues when issues come up?

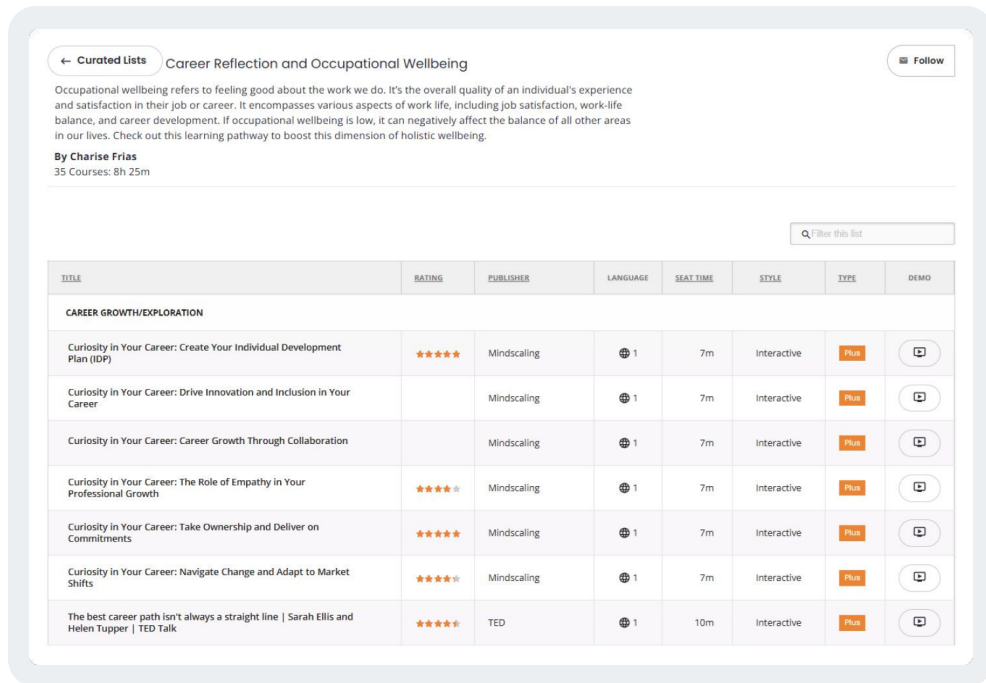
All this and ongoing support for your team with OpenSesame

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 <CTA>.

Here's our curated list of 35 OpenSesame Select courses to support your team

Career Reflection and Occupational Wellbeing



The screenshot shows a web interface for a curated list of courses. At the top, there is a breadcrumb trail: '← Curated Lists Career Reflection and Occupational Wellbeing' and a 'Follow' button. Below this is a descriptive paragraph about occupational wellbeing. The main content is a table of courses with columns for Title, Rating, Publisher, Language, Seat Time, Style, Type, and Demo. The table lists seven courses, all published by Mindscaling or TED, with ratings ranging from 4.5 to 5 stars. Each course entry includes a 'Plus' button and a 'Demo' icon.

← Curated Lists Career Reflection and Occupational Wellbeing Follow

Occupational wellbeing refers to feeling good about the work we do. It's the overall quality of an individual's experience and satisfaction in their job or career. It encompasses various aspects of work life, including job satisfaction, work-life balance, and career development. If occupational wellbeing is low, it can negatively affect the balance of all other areas in our lives. Check out this learning pathway to boost this dimension of holistic wellbeing.

By Charise Frias
35 Courses: 8h 25m

Filter this list

TITLE	RATING	PUBLISHER	LANGUAGE	SEAT TIME	STYLE	TYPE	DEMO
CAREER GROWTH/EXPLORATION							
Curiosity in Your Career: Create Your Individual Development Plan (IDP)	★★★★★	Mindscaling	🌐 1	7m	Interactive	Plus	🎥
Curiosity in Your Career: Drive Innovation and Inclusion in Your Career		Mindscaling	🌐 1	7m	Interactive	Plus	🎥
Curiosity in Your Career: Career Growth Through Collaboration		Mindscaling	🌐 1	7m	Interactive	Plus	🎥
Curiosity in Your Career: The Role of Empathy in Your Professional Growth	★★★★☆	Mindscaling	🌐 1	7m	Interactive	Plus	🎥
Curiosity in Your Career: Take Ownership and Deliver on Commitments	★★★★★	Mindscaling	🌐 1	7m	Interactive	Plus	🎥
Curiosity in Your Career: Navigate Change and Adapt to Market Shifts	★★★★☆	Mindscaling	🌐 1	7m	Interactive	Plus	🎥
The best career path isn't always a straight line Sarah Ellis and Helen Tupper TED Talk	★★★★★	TED	🌐 1	10m	Interactive	Plus	🎥



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