



HOSPO HEALTH



WELLBEING FRAMEWORK



LEADERS WORKBOOK



1. PHYSICAL WELLBEING

WHY PHYSICAL WELLBEING MATTERS

Describe how physical wellbeing impacts your team's productivity, health, and customer service.

Example: "Encourages movement, reducing fatigue and boosting alertness."

ACTIONS TO IMPLEMENT

Encourage Movement: List two ways to promote movement and breaks.

Example: "Install reminders for stretch breaks."

Ergonomics: Identify ergonomic improvements.

Example: "Provide adjustable chairs and anti-fatigue mats."

Healthy Eating: Outline how you'll support balanced eating habits.

Example: "Offer healthy snacks in the break room."

REFLECTION

What do you currently do well in this area?

What could you improve?

Immediate Action: One quick win you can action now

Long-Term Action: Set a 12-month goal to work toward.

2. MENTAL WELLBEING

WHY MENTAL WELLBEING MATTERS

Reflect on how mental wellbeing influences engagement, teamwork, and overall morale.

Example: "Mentally healthy staff engage better with customers and colleagues."

ACTIONS TO IMPLEMENT

Resources and Support: List mental health resources you can provide.

Example: "Introduce Employee Assistance Programs and mindfulness workshops."

Stress Reduction: Identify two activities to help reduce stress.

Example: "Organise monthly relaxation or social sessions."

REFLECTION

What do you currently do well to support mental wellbeing?

What could you improve in this area?

Immediate Action: What's a quick step you can take to support mental wellbeing?

Long-Term Action: What goal can you set to strengthen mental wellbeing over the next year?

3. SOCIAL WELLBEING

WHY SOCIAL WELLBEING MATTERS

Explain the importance of social connections for teamwork and job satisfaction.

Example: "Strong connections improve team morale and customer experiences."

ACTIONS TO IMPLEMENT

Build Connections: Outline regular team-building activities.

Example: "Organise monthly team dinners or social events."

Inclusive Culture: Describe two ways to create an inclusive workplace.

Example: "Celebrate cultural diversity through staff-led events."

REFLECTION

What do you currently do well to build social wellbeing?

What could you improve in this area?

Immediate Action: What's one simple step you can take now?

Long-Term Action: What is a goal for building social wellbeing over the next 12 months?

4. FINANCIAL WELLBEING

WHY FINANCIAL WELLBEING MATTERS

Reflect on how financial security impacts staff motivation and loyalty.

Example: "Financial stability reduces stress and enhances focus at work."

ACTIONS TO IMPLEMENT

Financial Education: Plan a workshop or resource for financial skills.

Example: "Host quarterly budgeting and savings workshops."

Supportive Benefits: Describe financial wellbeing benefits.

Example: "Offer superannuation advice and financial counselling, through an accredited firm or provider."

REFLECTION

What do you currently do well to support financial wellbeing?

What could you improve in this area?

Immediate Action: What's one practical step to enhance financial wellbeing now?

Long-Term Action: What is a 12-month goal for improving financial wellbeing?

5. OCCUPATIONAL WELLBEING

WHY OCCUPATIONAL WELLBEING MATTERS

Reflect on how job satisfaction and growth opportunities affect engagement and retention.

Example: "Opportunities for growth improve employee loyalty and morale."

ACTIONS TO IMPLEMENT

Career Development: Plan a professional development program.

Example: "Offer monthly leadership or skills training sessions."

Recognition and Rewards: Outline how you'll celebrate achievements.

Example: "Hold quarterly recognition ceremonies."

REFLECTION

What do you currently do well in supporting occupational wellbeing?

What could you improve in this area?

Immediate Action: What can you start doing now to support career growth?

Long-Term Action: What is a goal for the next 12 months to enhance occupational wellbeing?



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