



# LAPTOP LIFESTYLE

**HAS FLEXIBLE WORK LOCATION  
CHANGED WORKPLACE WELLBEING  
PROGRAMMES?**

# Laptop Lifestyle – Has Flexible Work Location Changed Workplace Wellbeing Programmes?

COVID-19 has forced everyone who can work from home to do so – giving both them and their employer the first-hand experience of this new world of flexible work locations (laptop lifestyle).

## **How does this impact workplace wellbeing programmes?**

Remote working comes with benefits and drawbacks to employees. There are a number of risks that need to be considered such as the impact on our mental health (isolation), musculoskeletal health (posture), being able to separate work and home to switch off and rest.

On the other hand, some employees feel that the move to flexible working locations has resulted in significant benefits such as reduced stress, better quality sleep, an increase in time spent with loved ones, no stressful commute every morning, more time to exercise.

The effects of work location will differ for every individual within an organisation which can be extremely difficult to manage, especially when employees are spread between working from home and on-site.

Wellbeing programmes will need to adapt:

- Changing work environments will present new risks.
- Employees will seek advice and support through different mediums.
- To sustain employee engagement sustainable solutions need to be provided.
- COVID-19 will continue to impact employee and organisational health and the need to fully understand key risk factors will become essential.

## **How do workplaces deliver a solution that is flexible and personalised to an individual employee?**

### **Technology**

Technology helps to deliver a solution that can be used anywhere, anytime by anyone therefore adding more flexibility to any wellbeing solution. Traditional wellbeing programmes that utilise face-to-face wellbeing solutions such as workshops, health screening or on-site yoga classes are no longer possible.

## **Personalisation**

Personalisation is needed to help each individual work on their own personal goals, a one size fits all solution is not effective. Doing so for a large number of employees at an affordable cost brings a new set of challenges.

- How do you manage such a diverse and flexible programme?
- How can we continually challenge employees and reinforce positive behaviours?
- How do you choose what aspects of wellbeing should be addressed?
- How do we ensure engagement will be the same or better than to face-to-face methods?

**The ability to personalise health and wellbeing using technology is vital and this is where organisations which recognise this will be the true winners.**

**Our next article:** Let's stop pretending that mental health in workplaces was good before COVID-19.

Sign your organisation up to our 'COVID-19 Package' before 13/07/2020 to get your first 20 employees **FREE**.

Go to: [www.wellbeingchallenges.com](http://www.wellbeingchallenges.com) for more info

Wellbeing4business Ltd have developed 'Wellbeing Challenges' to meet these needs

The personalised, app-based solution surveys employee's to identify health risks, employee needs and aspirations and uses this information to develop a data-driven and personalised wellbeing challenge, fully supported by real-life health coaches via the Well 1-2-1 app.

Employees are challenged to make simple, focussed and achievable changes to their lifestyle which contribute to an organisational change in overall wellbeing, increased productivity and morale. A personal health coach is there to support each individual every step of the way.