

A woman with braided hair, wearing an orange tank top and black leggings, is sitting in a meditative pose on a rock in a park. Her eyes are closed, and her hands are resting on her knees in a mudra. The background is a blurred forest with green and yellow leaves, suggesting an autumn setting. The overall mood is peaceful and contemplative.

LIFESTYLE MATTERS

WHY SHOULD LIFESTYLE MATTER TO MY ORGANISATION
WHEN THERE IS A GLOBAL PANDEMIC TO DEAL WITH?

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Why Should Lifestyle Matter To My Organisation When There Is A Global Pandemic To Deal With?

Across the UK many organisations are returning to work as we work towards a 'New Normal'. The process has been a challenge for everyone involved and is one that primarily focusses on managing the short-term risk to the health of employees.

Understandably, there is lot's worry about getting infected by the COVID-19 virus whilst at work and for those people who have underlying medical conditions the risk of developing severe disease is considered to be higher.

Many of these underlying medical conditions can be caused or made worse by poor lifestyles such as smoking (chronic obstructive pulmonary disease / emphysema), a poor diet and not getting enough exercise (heart disease, diabetes, being seriously overweight).

The impact of COVID-19 on these vulnerable groups is significant – both mentally and physically – through heightened fear and self-isolation. Despite knowing the risks of a poor lifestyle in the longer term, many still don't take action. There are various reasons for this, including a perceived lack of time which is often cited as a top reason. Often, there is an optimism bias when it comes to our health but, COVID-19 has brought the risks of a poor lifestyle much more sharply in focus.

The age of population health management is here!

"Population health management improves population health (the health of an entire population) by data-driven planning and delivery of proactive care to achieve maximum impact." - Population health management flatpack (2018)

Population health management is a shift in mindset when resourcing workplace health. It allows us to choose the most efficient intervention and identify who would benefit most across whole population.

Could money be better spent on preventing a risk that's already been identified?

The potential of population health management is unlocked by data insights. Our Wellbeing Surveys show that poor sleep is one of the top three concerns for employees. Should we be investing in sleep management for example as it is linked closely with accidents, performance, mood and productivity.

Understanding your populations health is vital in designing interventions. Wellbeing4business can support organisations in surveying wellbeing and in designing a population health management process

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