

Creating a culture of openness in the workplace



The importance of employee engagement



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Keeping employees engaged in the workplace is crucial for creating a thriving workplace environment. When employees are engaged, they bring their best selves to work, driving increased productivity and job satisfaction.

This not only enhances individual performance but also positively influences team dynamics and company culture.

When employees feel valued and motivated, they are more inclined to contribute innovative ideas, fostering growth and adaptability in the organisation. By prioritising engagement, companies create a supportive atmosphere where everyone feels empowered to succeed.

Striking the work life balance

For employees to remain engaged, it is important to strike the right work life balance, in the short term, long hours might seem manageable, but sustained pressure and a poor work life balance can quickly lead to stress and burnout, reducing levels of employee productivity, performance, creativity and morale.

5 simple steps to encourage employees to maintain work-life balance

1 Set sensible work hours

Encourage employees to work during core hours and avoid working late into the night.

2 Take full lunch breaks

Promote the habit of stepping away for a proper lunch break every day.

3 Rest after busy periods

Allow time for employees to rest and recharge following particularly demanding workloads.

4 Limit weekend work

Discourage working on weekends. If weekend work is unavoidable, ensure compensatory time off is provided.

5 Support annual leave usage

Encourage employees to take their full annual leave entitlement to recharge and maintain balance.

Creating a culture of openness

Poor communication can be a significant cause of stress. Levels of employee's wellbeing and engagement will be negatively affected if staff feel:

Overloaded with information they cannot process:

- Excluded from key knowledge and conversations
- Unable to feed their views upwards

Promote open dialogue and embed positive attitudes and behaviours:

- Help to normalise conversations about mental health
- Help staff to think more about their own and colleagues' mental health and what factors can affect this

Where communication is clear, open, effective, manageable, and responsive, employees will be able to access all the information they need to do their job while avoiding overload.

Encouraging employees to share their feedback is a vital step in nurturing a culture of continuous improvement and collaboration. Employee insights are crucial in refining processes, boosting team dynamics, and driving the organisation forward. Here are a few suggestions of how you can encourage employees to provide feedback.

Key steps to embracing dialogue, feedback and engagement include:

- Employee surveys and focus groups
- Employee forums and diversity networks
- Engagement steering groups
- Monthly or quarterly performance review meetings
- Improvement or planning 'away days'
- Regular group problem-solving meetings or innovation events
- Work-stream groups that bring together different parts of the organisation
- Feeding back board decisions to all staff
- Effectively using internal communication channels

When employees are involved in finding solutions, they feel ownership of the final decision – and morale and productivity levels are less likely to be affected.

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