



Top 10 Wellbeing Trends: Thought Starters and Action Ideas

1 Strengthen Financial Fitness for Peace of Mind

Money stress doesn't stay at home—it shows up at work in the form of distraction, reduced productivity, and even physical symptoms. Financial wellbeing is rapidly becoming the top priority of holistic wellbeing strategies.

Ideas:

- ✓ Offer student loan repayment or refinancing programs.
- ✓ Bring in financial literacy webinars or onsite experts.
- ✓ Promote tools like budgeting apps or savings challenges.
- ✓ Promote ways to maximize benefits (e.g., stretching healthcare dollars and saving money).
- ✓ Spotlight EAP financial counseling resources or other financial resources in newsletters.

2 Leverage the Power of Wearable Tech

This trend is helping people tune into their health like never before. Beyond tracking fitness goals, wearable technology now plays a key role in managing chronic conditions like diabetes, hypertension and even sleep disorders. It's turning everyday data into powerful, personalized health insights.

Ideas:

- ✓ Subsidize wearable tech or use it as a giveaway in wellbeing drawings and challenges.
- ✓ Promote that wearables are often eligible under Health Savings Accounts or Flexible Spending Accounts.
- ✓ Launch various challenges powered by fitness bands.

3 Build Strength, Inside and Out

While cardio still plays an important role for fitness, there's a growing spotlight on strength training—for both body and mind. This full-body, brain-boosting activity enhances mobility, builds resilience, improves bone density, and helps prevent injury.

Ideas:

- ✓ Promote strength-training fitness apps and virtual strength-training classes.
- ✓ Provide short, accessible 'deskercise' strength break videos.
- ✓ Partner with team leads to integrate a two-minute "strength + mobility" routine into daily startup meetings (think lunges, squats, wrist rolls, shoulder shrugs).
- ✓ Partner with gyms or local trainers to offer onsite or pop-up classes.



4 Prioritize Plant-Forward Eating

Plant-forward eating isn't about going full vegetarian or vegan—it's about prioritizing more whole, plant-based foods for their health, environmental, and cost benefits. These meals support heart health, reduce inflammation, and boost mood.

Ideas:

- ✓ Offer plant-based snacks in breakrooms.
- ✓ Label and subsidize healthy, plant-forward options in the cafeteria.
- ✓ Host cooking demos or 'Meatless Monday' promotions.
- ✓ Provide recipe cards, newsletter articles or nutrition tip sheets via email or intranet.

5 Press Pause with Digital Detoxes

Screens are everywhere—and while technology connects us, overexposure can drain us. The nonstop ping of notifications is linked to increased stress, poorer sleep, and burnout.

Ideas:

- ✓ Launch screen-free challenges.
- ✓ Promote walking meetings or 'camera-optional' calls.
- ✓ Create screen-free zones or mindfulness spaces.
- ✓ Encourage mid-morning device breaks or outdoor pauses.

6 Create Environments that Fuel Wellbeing

Environmental wellbeing goes beyond clean air—it's about how your physical surroundings impact mood, energy, and productivity. Lighting, ergonomics, greenery, and sensory input all matter more than ever.

Ideas:

- ✓ Add live plants and calming colors to office spaces.
- ✓ Offer ergonomic assessments or desk setups.
- ✓ Use soft lighting where possible to reduce harsh stimulation.
- ✓ Begin meetings or shifts with short stretch or breathing exercises.

7 Bring People Together Through Group Fitness

Social connection and movement are colliding—in a good way. People are rediscovering the joy of moving together, whether through bootcamps, dance classes, or lunchtime walks. Group fitness brings camaraderie, accountability, and fun back to wellbeing.

Ideas:

- ✓ Host "pop-up" fitness events or themed activity days.
- ✓ Coordinate walking clubs by shift or location.
- ✓ Offer classes like yoga, Zumba or circuit training on rotation.
- ✓ Use teams or departments to form fitness challenge squads.



8 Introduce the Power of Breath and Mindfulness

Science backs it up—breathwork and mindfulness practices reduce stress, sharpen focus, and support emotional regulation. Even a few minutes a day can make a big difference.

Ideas:

- ✓ Host live or virtual “Mindful Minutes” or breathwork breaks.
- ✓ Provide a curated playlist of guided meditations.
- ✓ Integrate breathwork into the beginning of staff meetings and huddles.
- ✓ Offer wearable or app-based meditation tools (e.g., Headspace, Calm).

9 Respond to the Rise in Caregiver Burnout

More employees than ever are in caregiving roles—whether for work or at home caring for aging parents, young children, or loved ones with health conditions. Burnout is rising quickly and support often lags behind.

Ideas:

- ✓ Launch or promote a caregiver Employee Resource Group (ERG) as a form of group support.
- ✓ Provide flexible scheduling or “core hours” that allow people to better balance caregiving and work needs.
- ✓ Highlight mental health resources tailored to caregivers.
- ✓ Share stories from caregivers internally to normalize support.

10 Promote Smarter Work-Life Rhythms

Employees want help integrating—not just balancing—work and life. This means creating systems and norms that allow them to manage energy, not just time..

Ideas:

- ✓ Designate “no-meeting” days or hours.
- ✓ Encourage microbreaks with nudges like screen reminders or hydration prompts.
- ✓ Use “5-after/5-before” meeting norms to give buffer time.
- ✓ Encourage leaders to model wellbeing behaviors.



Elevate Your Impact Through Strategic Communication

Even the best wellbeing initiatives won’t drive engagement without consistent, clear, and creative communication. It’s not just what you say—it’s how, when, and where you say it. Communicating wellbeing programs is always “on trend” and helps to elevate your efforts from simply running a wellbeing program to building a Culture of Health and Wellbeing!