

Proactive Wellbeing Strategy Checklist

Welcome to your Proactive Wellbeing Checklist! This guide will help you create a lasting wellbeing strategy, moving you from quick fixes to real, impactful results.

Section 1: Shifting from Reactive to Proactive	Yes	In Progress	No
Have you identified the specific limitations of your current reactive wellbeing support (e.g. EAP only)?			
Do you have a clear understanding of the underlying organisational or cultural factors contributing to stress?			
Are you actively looking for ways to prevent issues before they escalate, rather than just fixing them?			

Section 2: Building a Holistic & Integrated Strategy	Yes	In Progress	No
Have you defined clear, measurable objectives for your wellbeing strategy that align with broader business goals?			
Is wellbeing explicitly integrated into your HR policies (e.g. flexible working, performance management)?			
Do you have a plan to foster psychological safety within your workplace culture?			
Are reactive tools positioned as one layer within a multi-faceted support system, not the sole solution?			

Section 3: Securing Buy-in & Demonstrating Impact	Yes	In Progress	No
Can you articulate the value of wellbeing in terms of financial and operational benefits (e.g. reduced absenteeism, improved productivity)?			
Have you identified potential senior leadership champions for your wellbeing initiatives?			
Are you utilising Wellbeing Multiplier Indicators (WMIs) to track the effectiveness of your proactive measures?			
Do you have a plan for regularly communicating wellbeing progress and impact to senior leadership?			

Section 4: Continuous Improvement & Action	Yes	In Progress	No
Do you have a process for gathering feedback on your wellbeing initiatives and adapting your strategy based on it?			
Are managers trained and equipped to foster open communication and support wellbeing within their teams?			
Have you identified specific, actionable next steps based on your current wellbeing data (or lack thereof)?			

Your Next Steps:

Use this checklist to identify your strengths and pinpoint areas for improvement. Every "No" or "In Progress" is an opportunity to strengthen your proactive wellbeing strategy.



Ready to transform your workplace wellbeing?
Book a complimentary Wellbeing Roadmap Call today to discuss your unique challenges and opportunities.