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Benefits Diversity

A Zest Roundtable discussion, 2023

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The Four Pillars of Wellbeing

When considering a benefits review, it is crucial to make sure HR leaders are supporting the workforce’s evolving needs, making sure they cover all of the four pillars of wellbeing.

‘Look at how old your policies are, they very likely need to be changed’

Why are the four pillars of wellbeing so important?

It is proven through research that the pillars are inextricably linked, meaning it is important to tackle wellbeing through a diverse approach to your benefits, empowering employees to adopt healthy habits and behavioural change.

‘Depending on your culture, your employee survey doesn’t always reveal the reality’

Ultimately, the impact should feed into both their personal and work-life creating healthier, happier, more productive employees.



World Health Organisation Europe’s ‘Impact of economic crises on mental health’ research found that there is an increased prevalence of mental health disorders in those who have suffered financial stress.

Mental Health Foundation 2022 found that there is a 30% lower risk of adults developing depression when they are participating in daily fitness or physical activity, highlighting the link between physical wellness and mental health.

So, to drive impact, benefits strategies need to factor in all four pillars; mental, physical, social and financial wellbeing.

‘We have already saved one employee’s life by putting health assessments in place’

IDEAS AND CURRENT PRACTICES			
Mental wellbeing	Physical wellbeing	Social wellbeing	Financial wellbeing
<ul style="list-style-type: none"> • Wellbeing network, reps and wellbeing champions. • Ensure there are ways for people to access support that bypasses their manager. • ‘In the moment’ agony counselling for people in emergency situations. • Mindfulness sessions/coaching. • Allow for 1-1 and team sessions. • Use surveys and data to make adjustments. 	<ul style="list-style-type: none"> • Strava activity group challenges. • Lunch time park runs and HEAT classes. • Office gyms / workplace gyms. • Community physical initiatives. • Volunteering time off relating to physical work/activities. • Employee clinics. 	<ul style="list-style-type: none"> • Create social networks and / or allow employees to set these up. • Community projects and initiatives. • Flexible volunteering policies. • Pride alliances, carer groups and disability network. • Create an environment where diverse workforces are encouraged to celebrate their traditions and culture. • Encourage a good work life balance. 	<ul style="list-style-type: none"> • Foster a culture where people are comfortable to talk about their finances. • Workplace loan consolidation providers who offer reasonable interest rates. • Introduce policies to allow managers to grant paid emergency leave. • Workplace financial wellbeing seminars. • Flexible working policies to alleviate financial commitments linked to being out of the house. • Financial wellbeing apps, digital financial health checks.

Want to know more? Find the full breakdown of our roundtable discussion [here](#).