

Vitality!

Obviously you know that the health and motivation of your employees influence their performance. Most organisations have therefore developed a policy to reduce the amount of sickness leave. We find that a negative approach and would prefer to speak about increasing your employees **Vitality**.

Is the glass half empty or is it half full? Are your employees 5% of their time on sickness leave or is their vitality 95%? Would you want to work with your employees to reduce their sickness leave or would you want to increase their vitality with them? This article is about measurements that can be taken to achieve the last.

What is vitality?

We see vitality to be the joy and inspiration that fills the private and working lives of people. A fit employee is seldom ill, loves to go to work and possesses a high physical and mental resistance. Vitality is important for both the employee and the organisation he Works for. It is therefore the responsibility of both to work to increase the employees vitality.

To increase the vitality of employees Star business has developed a rainbow model, that divides all possible activities in 7 categories:



The Working environment

A healthy working environment has a big impact on the performance of people. The ideal working environment should:

- always be clean and tidy
- have a lot of light and fresh air
- be designed practical and efficient
- have bright and stimulating colours
- promote the cooperation between people whilst allowing them the space to concentrate when necessary
- and so on

Many of these aspects may already be prescribe by government regulations, but there are plenty examples of organisations that came to much better results by creating a better working environment.

Team spirit

A positive working atmosphere provides energy, but conflicts and irritations not spoken out cost a lot of energy. Regular team meetings, an open culture and training/coaching in the area of assertiveness and giving and receiving feedback help to keep the lines between team members open and clear.

Personal Attention

Truly meant personal attention is an important stimulus for employees to give the best of themselves in their work. And it helps in creating the job that best fits the qualities and the needs of the employee, which has another positive influence on their performance.

Stimulating healthy behaviour

The employee is responsible for his health in the first place. But the organisation can stimulate employees to health behaviour by for example:

- offering healthy lunches
- providing fresh drinking water next to coffees and teas
- stimulating the employees to go for a walk during their break
- promoting sports and bicycling to work
- making smoking less attractive, or perhaps even by sponsoring a course for stopping with smoking

Managing sickness leave

If an employee happens to fall ill the reaction of his manager and the organisation is very important. One short phone call of the right kind can determine the duration of their sickness leave. Star business, but the company doctor too, can advise you about setting up a policy for the reduction of sickness leave.

Self-respect and Pride

An employee who is proud of himself and the organisation he works for is committed and feels responsible. By celebrating successes, giving compliments and regularly asking employees for advice about management issues their self-respect will grow, which has a positive influence on their performance and their vitality.

Coping with Change

Change calls for resistance and insecurity, by which a lot of energy is lost. By announcing each change in time, by explaining the necessity and the required direction and by then involving employees in the 'How to' of the realisation, employees can learn to not just experience changes as threats.

Hopefully this short article will make you ponder and provides you with some ideas about how to increase your employees vitality, together with them. In case you would wish a more specific analysis of the aspects that influence the vitality in your organisation, then of course we are willing to help you with that.