

# Checklist: Wellbeing for Companies

by Little healthy habits



Take the first step toward a healthier and more productive workplace culture.

This checklist is designed to help you quickly and effectively assess the current state of well-being in your organization, identify opportunities for improvement, and begin building a **strategic corporate well-being plan** tailored to your team.

In each area, please only check the items you have already implemented:

## AREA 1: Initial Workplace Well-being assessment

- Has the company conducted any internal workplace climate assessment in the past 12 months?
- Is there a system in place to collect employee emotional or well-being feedback (surveys, anonymous suggestion box)?
- Have psychosocial risk factors been identified (stress, burnout, demotivation)?
- Are there data on absenteeism or turnover related to employee distress or well-being issues?

## AREA 2: Physical health and Lifestyle

- Does the company encourage active breaks or physical activity during the workday?
- Are healthy habits promoted, such as good nutrition, rest, or ergonomics?
- Are any health-related benefits offered (insurance, check-ups, counseling)?
- Are there rest areas or spaces for relaxation?
- Are workspaces well-ventilated and properly lit?

## AREA 3: Emotional and Mental Well-being

- Are emotional support programs or coaching available to employees?
- Does the organization provide training in emotional management or resilience?
- Is digital disconnection outside of work hours encouraged?
- Does leadership practice empathetic and open communication?
- Are there protocols to manage conflicts or periods of high stress?

## AREA 4: Organizational Culture and Recognition

- Do the company's values include well-being as a core element?
- Is team effort recognized frequently and positively?
- Are there equal opportunities and a psychologically safe environment?
- Do HR policies support work-life balance and flexibility?
- Is a culture of constructive feedback encouraged?



## AREA 5: Planning and Monitoring

- Does the company have a documented well-being plan with clear objectives?
- Is there a person or team responsible for leading well-being initiatives?
- Are health and satisfaction indicators reviewed periodically?
- Is the plan adapted based on the feedback received?
- Are progress and results communicated to the entire organization?

Please sum up how many items you have checked.

## Analysis and Interpretation of Results

- **Fewer than 10 items checked:**

Well-being is not yet a clear priority. It is essential to develop a strategic plan.

- **Between 10 and 17 items:**

There are initiatives in place, but structure, continuity, or long-term vision are lacking.

- **18 or more items:**

Great job! You are on the path toward a well-established workplace well-being culture.

## Next steps

Do you want a personalized well-being plan aligned with your company?

**Request your assessment**, and we'll help you design an integral strategy, step by step:

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