

Workplace Wellbeing Research

State-of-the-Market/State-of-the Art

Summary Report



Overview

This is a summary of a report that was compiled as part of a wider project exploring the current workplace wellbeing landscape. A key goal was to identify potential areas for an innovative solution to implementing a wellbeing strategy within an organisation.

It looked at both the State-of-the-Market for workplace wellbeing solutions – in other words, well established tools that have captured a share of the market – but also the State-of-the-Art – looking at newer, emerging solutions that endeavour to bring an innovative approach to workplace wellbeing.

The purpose of the full report was to inform a subsequent discussion on ideas for potential solutions by ensuring that the solutions explored weren't already available in some shape or form. The purpose of this was to identify whether a gap exists and how Learnovate, in collaboration with the project partners, might look to ideate on possible solutions to fill that gap.

The report found that the wellbeing solutions available in the market are as diverse as the segments within the industry itself. They range from offering employee health checks to fully integrated employee engagement technology.

In reviewing available solutions, particular emphasis was placed on those that take a research-driven, holistic approach to workplace and employee wellbeing.

The report grouped solutions into three categories:

1. Technologies that provide individual wellbeing solutions
2. Solutions that provide employee wellbeing, experience and/or engagement platforms with measurements and data
3. Potential future solutions and approaches

The rest of this document provides a summary of the solutions in each category.

Individual Wellbeing Solutions

The report uncovered a large number of individual wellbeing solutions on the market that address areas such as physical health, nutrition and mental wellbeing through meditation and alternative techniques.

The following table presents an overview of the most popular solutions in this category:

Name	Description
Headspace	An app that uses mindfulness techniques such as meditation to help users to manage both mental and physical wellbeing and to create conditions for better sleep, as well as managing stress.
Calm	The Calm app is similar to Headspace in that it focuses on meditation and sleep, while advertising that it is the number one app for sleep, meditation and relaxation.
Noom	Based on the psychology of food, and people's behaviours to it, Noom focuses on changing behaviours, rather than cutting out foods and following an intense fitness schedule – all recommended by a team of nutritionists, personal trainers and behavioural psychologists.

Corporate Wellbeing Solutions

The focus of most Corporate Wellbeing Solutions is on providing knowledge and resources to employees including information on nutrition and exercise through fitness trackers, as well as gamification techniques to encourage employees to engage in challenges with their colleagues.

The following table presents an overview of the most popular solutions in this category:

Name	Description
FlourishDX	Developed by a company called People Diagnostix whose senior management team have a background in psychology, the company claims that the FlourishDX solution aligns with ISO 45003 Psychological Health and Safety in the Workplace. It has a Wellbeing Risk Assessment Tool as well as a built-in Learning Management System (LMS).
HealthChase	The HealthChase solution uses a gamified approach to workplace wellbeing by encouraging employees to engage in workplace games designed around small, simple everyday choices that support mental and physical health. The games aim to bridge the gap between knowing what to do and actually doing it.
Wellbeing Warrior	The Wellbeing Warrior solution is one that brings together a number of different elements into one platform from an Onboarding Buddy Program to an 'Ask the CEO' feature and individual coaching sessions. It feels more like a HR tool with wellbeing rather than a dedicated wellbeing platform.

Specific techniques to build individual practice and habits

There are a number of solutions in the market that, rather than taking a holistic approach to wellbeing, focus on building practice on specific wellbeing habits.

The following table presents an overview of the most popular solutions in this category:

Name	Description
Breathwork	Breathwork refers to any type of breathing exercises or techniques that are used to help people to improve mental, physical, and spiritual well-being. During breathwork you intentionally change your breathing pattern and there are many forms of breathwork therapy that involve breathing in a conscious and systematic way.
Healthy Living	The Happy Pear has a popular Healthy Living app that focuses on plant-based cooking but also contains video material for mental wellbeing such as yoga, meditation and breathwork.
ASMR (Autonomous Sensory Meridian Response)	ASMR is the term used to describe a tingling, calming sensation some people report experiencing in response to close personal attention or certain audio or visual stimuli. ASMR stands for Autonomous Sensory Meridian Response: Autonomous means that the feeling is in your body, sensory means that your senses perceive the feeling, meridian refers to the energy of the feeling in your body, and response indicates that the feeling is a response to stimuli.

Wellbeing Frameworks and Toolkits

For organisations looking to develop a workplace wellbeing strategy, there are a number of existing frameworks and toolkits they could use for guidance. These frameworks are based on approaches to wellbeing that have been proven to work and allow organisations to benefit from learnings in other organisations.

Using these frameworks or toolkits can be an essential first step for organisations before they start looking for possible wellbeing solutions.

The following table presents an overview of these frameworks and toolkits:

Name	Description
NHS Health and Wellbeing Framework	<p>Developed by the National Health Service (NHS) in the UK primarily for use in healthcare settings, this framework contains many useful elements that could be used by organisations in other sectors.</p> <p>The framework is comprised of two main components: an organisational diagnostic tool and an implementation guide.</p>
Irish Civil Service Health and Wellbeing Framework	<p>This framework relies heavily on the World Health Organisation's (WHO) Healthy workplace and Framework Model. It aims to address the specific and individual challenges faced in civil service departments.</p>
Evolve Workplace Wellbeing Toolkit	<p>The Evolve Workplace Wellbeing Toolkit has been developed by a group of over twenty subject matter experts from the Workplace Wellbeing team at the University of East Anglia and RAND Europe based on research they have carried out over the last number of years. The toolkit is composed of three components: A Business Base Calculator, The Explore and Embed Guide, and The Wellbeing at Work Course.</p>