

CHANGE IS INEVITABLE WELLBEING CAN'T BE OPTIONAL

89% of workers report that their organization has gone through change in the last year. These changes came from:



New technologies



Government policies



Changes in roles & responsibilities



Workforce growth and reduction

The Foundation of Wellbeing During Change

Where does wellbeing come from?

Connection & Community

Protection From Harm

Work Life Harmony

Mattering at Work

Growth Opportunities

Create Space for Reflection

Encourage **check-ins**, pauses, and opportunities for **feedback**.

Communicate Early & Often

Frequent updates and **collaborative decision-making** help employees feel informed and included.

Embrace Flexibility & Learning

Normalize **experimentation** and **learning from mistakes**.

Encourage Wellness Practices

Support **boundaries**, breaks, **mental health** resources, and **manageable workloads**.



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How Leaders Can Support Employees Through Change

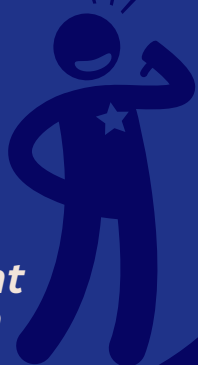
Reconnect to Purpose

People cope better with change when they understand the “why.” **Reinforce mission, values,** and the **impact** of employees’ work.

What Happens When Wellbeing Comes First?

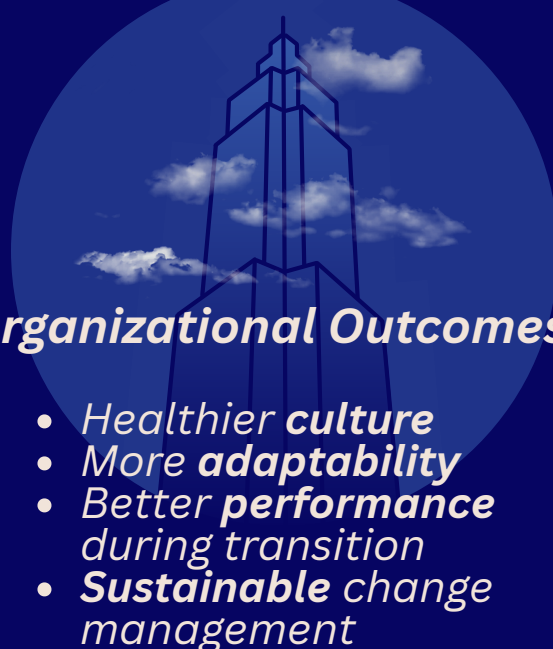
Employee Outcomes

- Lower **burnout**
- Higher **trust**
- Greater **resilience**
- Stronger **engagement**
- Better **collaboration**
- Increased **retention**



Organizational Outcomes

- Healthier **culture**
- More **adaptability**
- Better **performance** during transition
- **Sustainable** change management



Change Is **Inevitable**. Supporting People Is a **Choice**

Organizations that prioritize well-being during times of change create **workplaces where employees feel supported, connected, and empowered to grow.**