

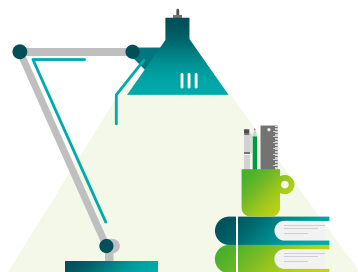


Wellbeing at work

A holistic approach

In today's dynamic work environment, the concept of wellbeing should go beyond the standard offering of wellbeing activities!

How can you elevate the employee experience and engagement with a comprehensive wellbeing strategy looking at a kaleidoscope of contributing factors (Workload, Control, Purpose, Fairness, Community and Recognition) which require decisive actions across multiple organization layers?



+50%

of Luxembourg employees report **experiencing psychological distress at work**, inevitably leading to **deteriorating workplace dynamics**.

2024 Quality of Work Index

+50%

of GenZ and millennials feel that **long working hours and a lack of recognition** are key contributors to their feelings of anxiety or stress at work.

2025 Deloitte GenZ and millennials survey

6 FACTORS SUPPORTING WELLBEING AT WORK



Workload

Having a workload that matches ones' capacity to allow recovery and avoid feeling constantly overloaded.



Community

Having strong team ties and source of re-charge to avoid feeling overwhelmed.



Purpose

Having a feeling that your personal values match the ones of the team and of the organization and your work creates an impact to avoid a sense of futility.



Control

Having a sense of control, autonomy and ability to influence one's professional matters to avoid feeling overwhelmed.



Fairness

Having a sense of fairness and equitable treatment within the team to avoid feeling prejudiced.



Recognition

Having a feeling that you are receiving the right recognition for your efforts to avoid lack of motivation and manage job fatigue.

WHAT OUR CLIENTS SAY



I was positively impressed by the impact we were able to create. Deloitte team was able, in a short timeframe, to design and bring together in an engaging and safe environment our teams across different geographies and cultures around the world. The positive impact, driven by their passion for the topics, has been valuable to us and far-reaching.



- Global Manufacturing Company





HOW DELOITTE CAN SUPPORT

Our holistic wellbeing approach empowers individuals through **personalized assessments, collaborative activities, and dedicated well-being actions**, offering flexible solutions to enhance employee wellbeing at work and support engagement.

01 Scan

Deploy survey-based assessment of employees' perception of their wellbeing in the workplace and define set of tailored recommendations.



02 Engage

Design and deliver engagement activities with management and employees to identify and address key challenges regarding their wellbeing at work to build a safe and positive work environment.



03 Reinforce

Build sustainable behaviors promoting mental wellbeing and health at work via tailored actions involving different layers of the organization.

ACTIONABLE STRATEGIES FOR WELLBEING AT WORK

We will tailor to your specific needs efficient *Wellbeing at Work* interventions in different areas of the organization (e.g. ways of working, people development, communication, culture etc.) to address any potential challenges across the **6 factors enabling *Wellbeing at Work* for your organization**.

Please have a sneak peek at the examples below!



Workload

Processes optimization

HR Policies review
(Working Time etc.)

Data analytics & AI



Community

Cultural awareness
interventions

Team dynamics program

Gamification actions



Purpose

Talent processes
and practices review

Knowledge exchange
process and tools review

Career coaching
and manager's role



Control

Decision-making process
and governance review

Change management
and communication training

Project management
essentials training



Fairness

Career and people
development program

Compensation and
Benefits Policy Review

KPIs review and optimization



Recognition

Appreciation and
recognition program

Team events

... And much more!

START THE CONVERSATION

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