

# Creating a Culture of Wellness at Nonprofits



Use this companion worksheet to create a snapshot of what your wellness framework looks like at your nonprofit.

## Directions:

1. **Write your grounding definition and objectives for your employee wellness framework in the box below.** *Prompts:* What are the threats to worker wellness at your organization? With that in mind, how do you want to support the wellness of your workers?

2. **Identify the policies, programs, and practices at your organization that impact employee wellness, directly or indirectly. Organize them in the below chart according to the impact each has on the wellness of your employees. You may also use the arrows on the back if you prefer more workspace.**

Undermines Worker Wellness	Unclear Impact	Advances Worker Wellness

A large, grey, blocky arrow pointing to the left, containing the text "Undermines Wellness".

**Undermines  
Wellness**

A large, yellow, blocky arrow pointing to the right, containing the text "Advances Wellness".

**Advances  
Wellness**

3. Review the list of programs, policies, and practices that negatively impact the wellness of workers at your nonprofit. Among those items, determine what priorities for action based on what is most important (identify with a star ★) and achievable (identify with a check ✓).
4. Now you have a wellness framework and next steps for advancing the wellness of the employees at your organization! We recommend that you share this with the relevant staff at your nonprofit so you can collectively create a culture of wellness at your nonprofit.