

Health & Wellness

Key matters of self-care when working in hospitality

It is important that, as employers and employees, we work together to ensure we are bringing our best self to work and encouraging the best from our whole team.

Here are some tips - from both the employer and employee's perspective - on how to create and encourage wellness goals in the workplace.

Work Environment

Employer

Create a productive work environment with good lighting and inspiring colours.

Allow your employees flexibility in their hours/shifts if they need it - this is a great way to encourage loyalty and hard work.

Provide staff with meaningful training and professional development opportunities (in-house opportunities to learn from senior or more experience peers provide great, low-cost learning and mentorship opportunities).

Employee

Bring a personal photo or trinket to work to decorate your workspace (where possible).

Be open and honest with your workplace, if you need flexibility, it is best to be open about this so your employer can try to be flexible with your needs!

Always be thinking about how you can grow and develop as an employee. We are constantly surrounded by people from different backgrounds: everyone has something valuable they can teach someone else! You can also research training and development opportunities and present these to your employer. Even if they can't approve every request, it will show you are eager to grow and develop as an employee!

Physical Wellbeing

Employer

Create wellness initiatives such as regular team emails with tips on health and wellness, or encourage your workers to spearhead their own initiatives or competitions

Hospitality is a physically demanding industry, however it is always good to encourage staff to move or relax during their breaks depending on their type of role: short walks or getting outside are effective ways of keeping energy levels high!

Employee

Create ideas for initiatives to get the team moving, for example bike to work day or step competitions (be sure to be mindful of disabilities and health conditions to ensure all team members can participate)

Take time out for yourself during your shift to give your body what it needs: whether that is taking a break or getting your body moving! Rest is equally as important as movement if you're on your feet all day, everyday!

Work Style

Employer

Seek balance: ensure regular breaks and encourage staff to focus on excellent execution rather than always multitasking.

Create opportunities to improve onsite culture such as celebrating birthdays or significant events, providing healthy snacks, or organising pot-luck team meals!

Provide employees with ample opportunity to show their development. For example, give them more responsibility such as opportunities to manage shifts, plan events, cash up at the end of a shift, create/manage social media content and initiatives. These opportunities will show your employees that you trust them and it will encourage them to do the best job possible!

Employee

Take regular breaks and plan your work day to ensure you feel in balance and can stick to your hours.

Get involved in opportunities provided by your company for team building! You will meet some amazing people throughout your career, and team bonding is a vital part of your working experience.

Show your employer you are ready for additional responsibilities, by being punctual, staying late if required (and within reason!), taking initiative to evaluate and improve processes (where appropriate) and going above and beyond your regular duties. This will show you are dedicated, loyal and willing to take on more to develop and be promoted!