

THE WORKPLACE VITALITY CHECKLIST 2025

10 PROVEN LEVERS TO BOOST EMPLOYEE ENERGY, ENGAGEMENT & PERFORMANCE

PHYSICAL VITALITY

- ☐ Provide smart hydration systems (functional, flavored, zero-sugar options).
- ☐ Make movement easy: standing desks, walking meetings, stretch breaks.
- ☐ Encourage better sleep habits: awareness programs, rest-friendly culture.
- ☐ Stock healthy snacks & beverages; reduce sugar & caffeine dependency.

SOCIAL VITALITY

- ☐ Build a culture of belonging & recognition (peer shout-outs, team rituals).
- ☐ Run community challenges (hydration goals, active office days).
- ☐ Organize social events & volunteering days to strengthen bonds.

MENTAL VITALITY

- ☐ Offer stress & resilience training (workshops, apps, coaching).
- ☐ Train leaders to build psychological safety within teams.
- ☐ Create focus & recharge zones (quiet rooms, mindfulness corners).

PURPOSE & GROWTH

- ☐ Connect roles to company mission & impact (why their work matters).
- ☐ Offer clear career pathways and recognition programs.
- ☐ Provide learning budgets & growth opportunities to invest in people.

PRO TIP: Start with hydration: Employees who are well-hydrated report 14% higher productivity, less fatigue, and fewer headaches. It's the simplest, highest ROI change you can make to workplace vitality.

ACTION FOR FACILITY MANAGERS: Audit your workplace today against these 10 levers. Which boxes can you tick, and where can you create quick wins?