

# SWOT Analysis

What are the factors that currently impact on workforce wellbeing in your organisation? Below are some starting points to consider during your reflective group meeting.

## Strengths

Existing workplace policies and procedures that promote employee health and wellbeing

Strong communication and collaboration among team members

Access to existing wellbeing resources and employee assistance programs

Supportive management and leadership

## Weaknesses

Limited flexibility in work arrangements and schedules

Insufficient access to technology/ equipment that could improve work efficiency /productivity

Inadequate recognition for employee contributions and achievements

## Opportunities

Implementing more flexible work arrangements and schedules to support work-life balance

Providing more resources and support for managing workload and stress levels

Promoting and supporting employee-led health and wellbeing initiatives

## Threats

Economic pressures that may limit the availability of resources to support new activities.

External factors such as COVID-19 that can create additional stress and uncertainty for employees

Legal and regulatory compliance requirements that may be time-consuming /costly to implement.



**Be comprehensive and objective:** To ensure an effective SWOT analysis, encourage your team to be thorough and objective in their assessment. Factors should be analysed from different perspectives and with input from various team members to avoid biases and gain a holistic view.

**Prioritise and focus:** While it's crucial to identify as many factors as possible during the analysis, it's equally important to prioritise and focus on the most significant ones. Help your team determine which factors have the greatest impact on your organisation's goals and objectives.

**Develop actionable strategies:** A SWOT analysis serves as a foundation for strategic planning. Encourage your team to translate the insights gained from the analysis into actionable strategies. Capitalise on strengths and opportunities, mitigate weaknesses, and develop plans to counter threats.