

Better Workplace Conference 2026

Roadmap to success, where to go from here

1. Reframe wellbeing as a business and operating issue

- Map each wellbeing initiative to alignment, capacity, or conversion to show how mental health and burnout affect delivery, productivity, and margin

2. Diagnose and fix burnout at the source by auditing work design, capacity, and hidden workload before adding perks or programs

- Conduct a workload and psychosocial risk review to identify hidden demands, unclear roles, and capacity gaps

3. Build workplaces where accessibility and flexibility are defaults

- Make supports like closed captioning, flexible scheduling, remote/hybrid options, ergonomic equipment, and built-in tools available to all employees without requiring disclosure
- Review hiring, onboarding, training, and performance management to remove repeated disclosure points

4. Design work for neuroinclusion and cognitive ease

- Reduce cognitive load through clear context, written summaries, visual cues, multiple formats, and consistent feedback

5. Replace surveillance with trust, clarity, and outcome-based accountability

- Shift monitoring to regular check-ins and transparent conversations about expectations and support needs (starting at onboarding)

6. Normalize support and reduce stigma

- Reduce stigma so employees access support before stress becomes crisis. Start by explicitly acknowledging these realities (e.g., financial stress) in team or organizational communications.

7. Sustainable performance comes from engineering trust, redistributing care and invisible labor, and building systems that allow continuous adaptation—not from perks, monitoring, or one-off initiatives.