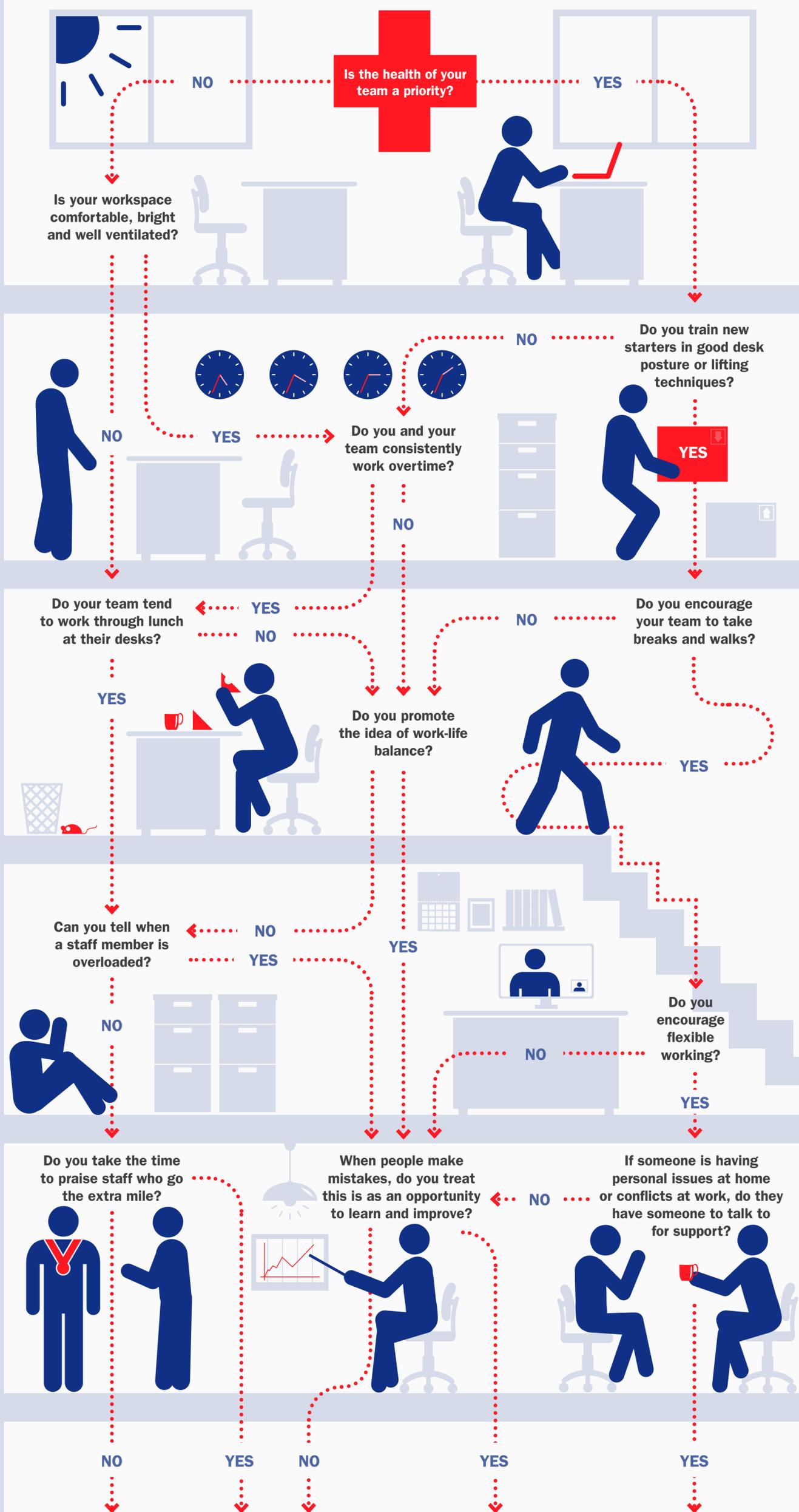


How resilient is your small business?

Business resilience isn't just a question of recession-proofing. It's also about having the right resources and infrastructure in place to provide a healthy, positive and supportive environment for your team. With millions of working days (and pounds!) lost every year due to musculoskeletal and mental health issues, it pays to invest in staff wellbeing.

TAKE OUR QUICK QUIZ TO FIND OUT HOW RESILIENT YOUR SMALL BUSINESS IS.



Your business is... FEELING THE STRAIN

There's hardly a spare minute in the day when you're running a small business, but taking a step back to think about the health and wellbeing of your staff is highly worthwhile. Good communication is key, so why not start an open conversation – or even set up a suggestion box – inviting staff to share their views on how things could be improved. Aim to implement three small "quick win" measures within the month to show your team you mean business.

Your business is... SLIGHTLY STRETCHED

You've got the basics covered, but long working hours and lack of work-life balance could be taking their toll on your team. With 47% of SME employees regularly working four or more hours of overtime per week – and 99% admitting to not performing at their best when tired¹ – all those extra hours could be a false economy. Help avoid burnouts and boost morale by encouraging staff to take regular breaks away from their desks, and to "switch off" from work once they've clocked out.

Your business is... IN GOOD SHAPE

Hard work is the lifeblood of any successful SME, and while your team may be busy, it's likely that your positive attitude towards work-life balance and supportive ethos help them to feel valued. Providing education around healthy working habits and ways to avoid common complaints like back pain (an issue which 20% of SMEs claim has led to lost revenue²) will help you continue to get the most from your staff. Find out more by visiting our Working Body hub.

Your business is... LEADING THE WAY

You recognise that the health and wellbeing of staff is vital to the success of your business, and have good practices in place to support your team. Making sure there's adequate support for everyone (including managers) can be tricky, but you can help by fostering a culture where team members at all levels feel comfortable about voicing any concerns. Keep up the good work!

To find out more visit:
axapphealthcare.co.uk/bhc



1. Source: AXA PPP healthcare research survey 2014.
 2. Source: One poll September 2014 survey of 500 small and medium businesses with 1-249 employees.