



WELLBEING CONSULTING

Volunteering Benefits Both Health and Business

December 11, 2024

By Hayley Hughes MS, CN, LMHC and Katie Hassall MBA

Volunteering throughout our communities is a win-win-win.

Doing good work for community members benefits not only our neighbors, but our own health and wellbeing, too. Furthermore, healthier and happier employees are more engaged and better for organizations.

Wellbeing with purpose is about finding balance between workforce culture, proactive wellbeing, and mental health. Volunteering falls within the intersection of these core tenants.

There are strong ties between other-oriented volunteer work and better health outcomes and life satisfaction. (1, 2)

Volunteer work has been associated with fostering:

- Mental health
- Physical health
- Life satisfaction
- Self-esteem
- Happiness
- Confidence
- Sense of purpose

Volunteer work has also been tied to decreasing:

- Stress
- Depressive symptoms
- Psychological distress
- Mortality

Beyond the personal health benefits of volunteer work, there are also organizational benefits to incorporating volunteering into your company's culture of wellbeing:

- Employees and customers are inclined to work for and do business with organizations who have strong corporate social responsibility initiatives.
- By volunteering with philanthropies that are aligned with your own company's mission, you can bring to life your organization's values.
- Volunteer activities create opportunities for social connection and team building.

Tips for introducing volunteering to your workplace:

- Consider partnering with causes that are authentically aligned to your company's mission.
- Create a clearly defined volunteer policy for employees to follow.
- Start small and consider sustainability both throughout the year and in future years.
- Give autonomy; do not make volunteering mandatory.
- Gain leadership buy-in and highlight leader participation.
- Set goals and share progress back to teams.
- Provide opportunities for feedback and suggestions.
- Celebrate volunteer successes and milestones.

For inquiries about how PartnerWell can assist you and your team, contact us at partnerwell@tpgrp.com.

Citations:

1. Yeung, J., Zhang, Z., & Kim, T. Y. (2017, July 11). *Volunteering and health benefits in general adults: Cumulative effects and forms*. National Library of Medicine. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5504679/>
2. Lockard, T. (2022, February 2). *How volunteering improves mental health*. National Alliance on Mental Illness. Retrieved from <https://www.nami.org/people/how-volunteering-improves-mental-health/>
3. (2024, June 4). *Deloitte survey: Workplace volunteer opportunities can unlock a greater sense of connection and a more positive work experience for employees*. Deloitte United States. Retrieved from <https://www2.deloitte.com/us/en/pages/about-deloitte/articles/press-releases/deloitte-purpose-survey-volunteerism.html>