

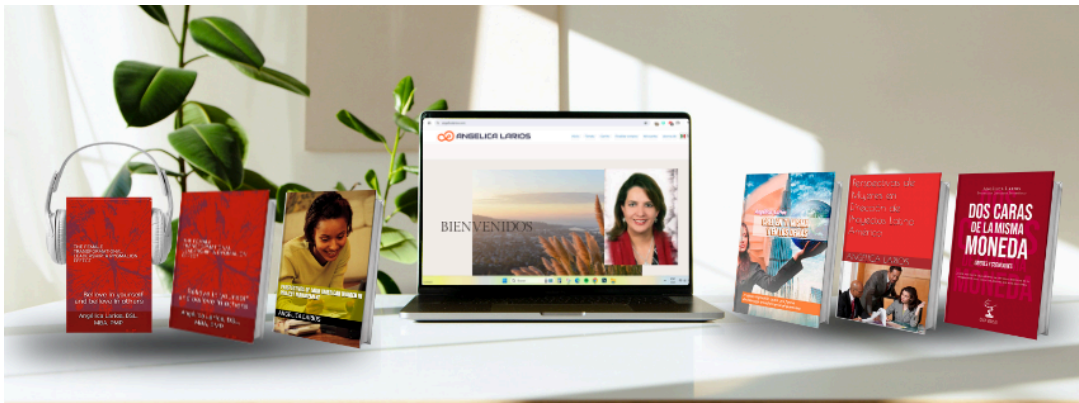


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Welcome back!

¡Bienvenido de nuevo!

We have a new issue of our newsletter. We have added a new block to our current blog, you can see at the top on New section. Not only that, but we also, include the recommended readings for the month below.

Tenemos un nuevo número para nuestro boletín. En esta ocasión incluimos una nueva sección a nuestro blog, que puedes consultar dando click en New. También incluimos lecturas recomendadas para este mes, en las ligas de abajo.

1. [Newsletter](#). Lecturas recomendadas para este mes.
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GAPs Affecting Your WorkPlace Satisfaction

One of the top organizational priority, is the workplace well-being but a gap between perception and reality may hinder efforts. In this issue, we are exploring the possible aspects of this workplace concept.

1. Have you considered that the gap between perception and reality may be due to employees not feeling comfortable sharing their true feelings about workplace well-being?
2. What about the possibility that the organization's definition of workplace well-being may not align with the employees' definition, leading to a disconnect between perception and reality?
3. How would you address those who argue that addressing the gap between perception and reality is not a top priority for organizations, and that other factors should take precedence?

Key Points

- Emphasize the benefits of quantifying well-being, such as providing a clear understanding of the organization's health and aiding in making informed decisions. This will enlighten the audience about the importance of openly disclosing well-being metrics for the organization.
- Highlight the need to enhance transparency regarding the well-being of leaders and to demonstrate well-being practices. Establish transparent communication channels for disseminating information and benefits related to well-being.
- Stress the empowerment that comes with providing managers with the necessary training/tools and offering them access to detailed well-being metrics of the workforce. This will make managers feel valued and integral to the process of improving well-being in the organization.

Conclusion

When employees feel good about their work and their workplace, they're more likely to be engaged, focused, and motivated to do their best work. It's crucial for leaders to recognize their role in this process. As the authors suggest, "Leaders should take action to bridge the gaps and realign with the reality of their workers' well-being status, challenges, and opportunities. If they don't, they may see more of their best talent—including their fellow leaders—disengage or choose to leave for organizations that are making better progress toward workplace well-being."

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