



# Wellbeing at Work

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# Mobility versus Human Habit

Unified Communications technologies have transformed the corporate landscape, facilitating global communications in ways that were unimaginable just a few years ago. Remote workers and telecommuters now have robust, seamless access to their corporate hub offices, allowing companies to conduct business regardless of their workforce's whereabouts.

Mobility-enabling technologies are a shining example of how previous communications practices can be replaced by more effective, efficient solutions. The freedom offered by these technologies can have great potential impact on employee wellbeing, both in the form of increased movement and enhanced awareness of proper ergonomics.

The organic result of this wellness trend? – Happier, healthier and more motivated employees.

Unfortunately, despite mobile devices' overwhelming benefits, human habit is to sit rather than to get active. Employees are slow to take advantage of modern technology's capacity to facilitate a healthier lifestyle. This tendency spans both diverse UC technologies and office environments, illustrating a critical need for human habit change.



# The Health Hazards of Sedentary Work Habits

Recent research exploring overall employee wellbeing has revealed numerous serious health conditions resulting from the sedentary lifestyle enforced by many office environments. Sitting for long periods of time without moving can compress internal organs, reducing blood flow to other areas of the body. Elevated blood pressure and cardiovascular disease are possible peripheral results of this reduced blood flow, not to mention an overactive pancreas and potential diabetes.

Reduced blood flow can also produce “foggy brain,” a condition resulting from lack of fresh blood and oxygen to the brain. Sedentariness can slow employee thinking as the brain is deprived of the necessary nourishment to maintain the levels of quick thinking most desired in today’s corporate environment.

Poor ergonomic mindfulness can exacerbate these conditions, adding back and neck pain to the negative health impact of a sedentary office environment. Hand-held devices such as desk phones and mobile phones often require employees to cradle the phone between neck and shoulder to free up their hands for other tasks. This poor phone posture compresses the cervical vertebrae, causing neck discomfort, shoulder pain and back pain as the back disks are put under undue pressure.



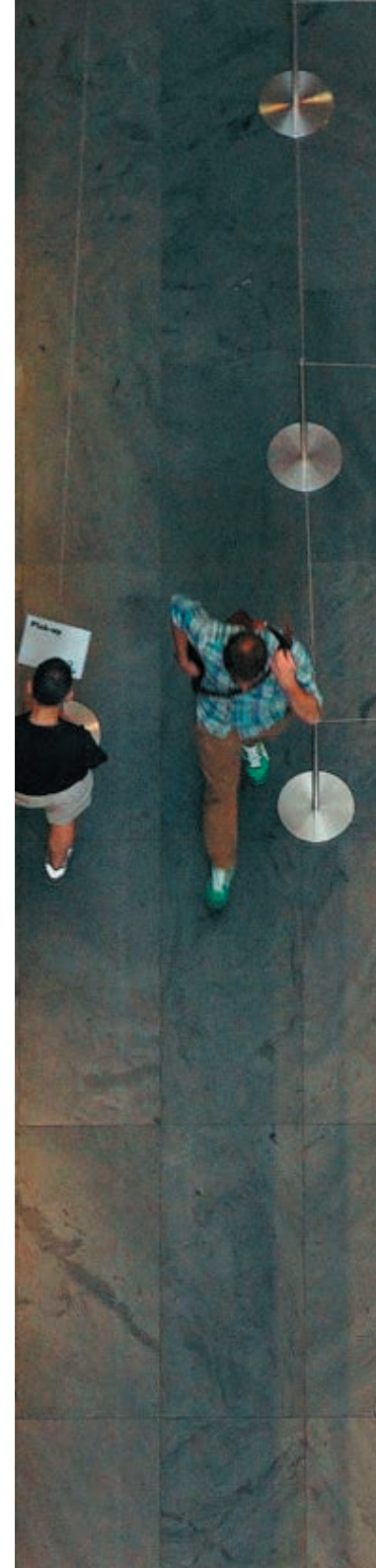
# Preserving Employee Wellbeing Possible Solutions

Fortunately, these challenges to employee wellbeing are getting attention, inspiring forward-thinking corporations to embrace both advanced technology AND employee health. Modern communications solutions such as wireless headsets with advanced UC optimized capabilities and user-friendly features, play a key role in this movement towards encouraging employee wellbeing.

Similarly, an office environment maximizing employee mobility and flexibility can create a healthier balance between employees' sedentary time and mobile time during the workday. For example, an untethered employee can walk between departments, even taking the stairs if necessary, rather than emailing an associate. This mobility promotes a beneficial social element, facilitating face-to-face interaction and cementing the camaradery that can develop from "putting a face to a name." Corporate wellness programs encouraging this personal employee interaction find that employee-client relationships improve as well - an unanticipated benefit of the increased sociability.

Some health-conscious companies are taking their employee wellness programs a step further, establishing policies for walking or "chairless" meetings. As the names suggest, these meetings allow employees to walk the halls while discussing the business at hand or stand in a conference room or worksite, rather than sitting at a table.

Even the difference between standing and sitting for these periods of time can keep blood flowing to the brain and body, boosting employee health and productivity. Stand Up desks, sit/stand desks, and even walking desks achieve the same effect, some while supporting several screens simultaneously. Coupled with wireless headsets, employees given access to these ergonomic solutions have the potential for not only increased physical wellbeing, but the psychological wellbeing which naturally flows from increased productivity, work satisfaction and confidence in a job well done.



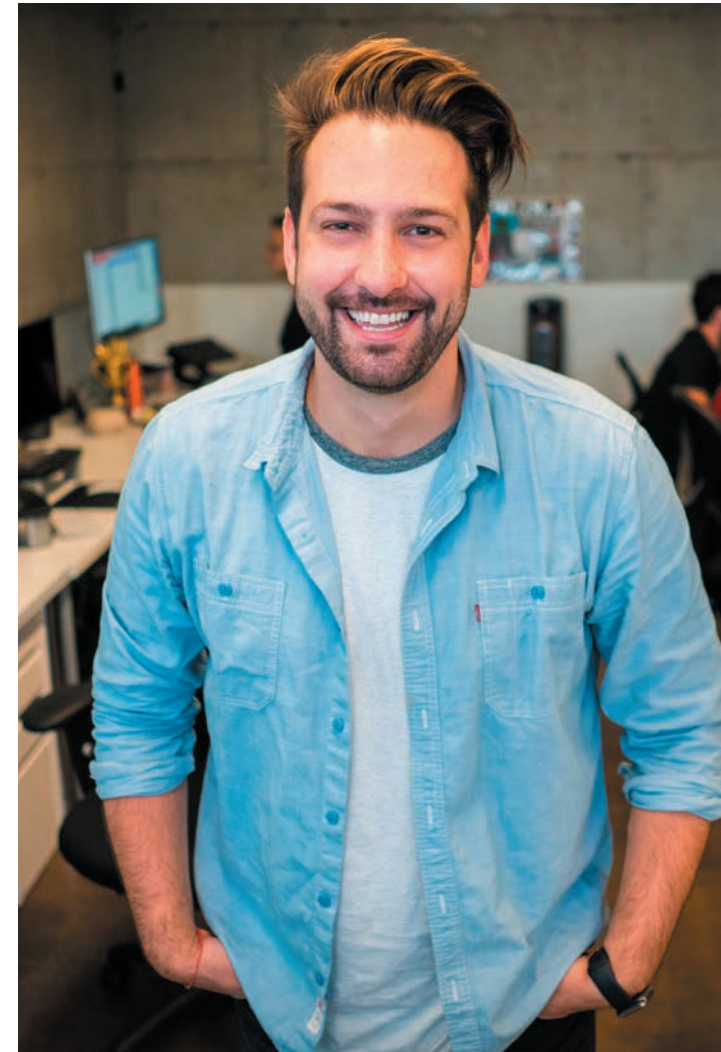
# Professional Wireless Communications Solutions Promoting Employee Wellbeing

As discussed, a mobility-enabled workplace can drastically enhance overall employee wellbeing by reducing sedentary habits, encouraging physical movement throughout the course of the workday, and promoting person-to-person relationships in the workplace for enhanced psychological wellbeing.

Today's professional wireless communications solutions leverage several significant technological features specifically designed to generate these large-scale benefits for employees.

The peace of mind afforded by today's wireless headset solutions cannot be understated in the context of employee wellbeing. Poor audio input strains the brain into focusing extra energy on processing incoming information, causing fatigue and decreasing efficiency. When employees trust their mobile devices and understand they can achieve everything they need while mobile, that mental assuredness generates psychological wellbeing in addition to the physical wellbeing which naturally results from the increased employee mobility.

Collectively, these factors empower employees to reduce the bad habit of sedentary sitting all day and contribute to a heightened sense of employee wellbeing which ultimately leads to greater job satisfaction. As an organic result of the enhanced overall employee physical and psychological wellbeing, productivity can increase as well, making wireless headsets an innovative and wise solution for employers seeking to make the most out of their technology investment.





**Hands-free mobility** enabled by wireless headsets promotes employee wellbeing by enabling multitasking and collaboration – skills which are critical in today's fast-paced business world.

The time-savings generated by effectively performing routine tasks without the fear of getting tangled in headset wires can be empowering for employees and increase productivity as well.



**Ergonomics** has been pinpointed as a key determinant of employee wellbeing, impacting everything from body posture to custom right/left ear wearing preference. Today's wireless headsets eliminate the cramped posture forced by handsets and mobile phones, which often must be awkwardly held between neck and shoulder so employees can use both hands to juggle their desk tasks.

Wireless solutions enable the correct posture which reduces the chronic neck and back pain associated with hand-held sets. In addition, modern wireless headsets are designed to be personalized to use for left or right ear, depending on user preference. Lastly, employees' personal comfort is supported by high-quality materials chosen for all-day wearing – a critical feature for the user who sports a headset for 8 to 10 hours per day.



**Audio Reliability and Sound Quality** are top priorities for today's wireless headset users. These important factors come into play when considering the range an employee can move from their desks without impacting audio quality or connection.

Wireless DECT-based headsets enable ever longer wireless range, helping employees maintain effective communications by enabling the most natural, high-quality listening experience for both speaker and listener, even in potentially stressful critical business situations. Even having the ability to walk to the printer or to get a glass of water while conversing with a client can have a positive impact on employee wellbeing (not to mention productivity) by reducing or eliminating client hold time while keeping employees moving.



# Empowering Employees with a Path to Wellbeing

Today's office environments promote sedentary lifestyles which are becoming increasingly recognized as a serious threat to employee physical and mental health. Wireless headsets offer an innovative and efficient solution to this challenge, empowering employees with the freedom to take advantage of unrestricted mobility, facilitated multitasking, healthier ergonomics and psychological peace of mind.

More specifically, today's wireless headsets feature:

## Reliability

Noise reduction features preserve sound quality for business-grade communications, even when moving into more noisy environments in the workplace.

## Long distance range

Long distance range for connectivity, ensuring calls stay connected while employees are moving, also enhancing customer service/support.

## Hands-free mobility

Hands-free mobility enables multi-tasking not only at desks but also moving away from desks.

## Talk time coverage

Talk time coverage for full workday needs so employees can enjoy unlimited usage without worrying about battery limitations.

## Better ergonomics

Better ergonomics protect employees from the health threats of a sedentary lifestyle and high-end material provides the comfort to support top-notch performance for the duration of the workday.



Look to EPOS wireless headsets to optimize employee wellbeing. EPOS offers a wide range of solutions that are designed to work seamlessly with major UC platforms, allowing employees to enjoy unrestrained mobility while delivering the best possible sound for both users and listeners.

For more information, please visit:  
[eposaudio.com/headsets](https://eposaudio.com/headsets)

## References

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