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Let Your Employees Eat PIES

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Sharing this recent American Express OPEN Forum article in Winning Workplaces' LinkedIn group yesterday, Gail Sussman Miller – whose memorable title at Inspired Choice is Chief Obstacle Buster and Inspiration Officer – commented,

I agree on 4 areas workers need to be fed. It's easy to remember with the P.I.E.S. acronym: Physical, Intellectual (article uses Mental), Emotional and Spiritual. Our usual work environments don't support all 4 and in some cases none of these.

I think the PIES acronym is a great way to frame your planning and actions for investing in your workplace for greater employee engagement and team building. When we look at the success factors of our small workplace award honorees, we see it play out over and over again, via benefits and practices like:

(Physical)

On-site gym or gym reimbursement
Team-based fitness competitions

(Intellectual)

Team reading of business, motivational or personal-growth books
Teaching employees to understand business financials

(Emotional)

Employee assistance program (EAP) that includes counseling
Psychologist involved in hiring process and/or employee leadership development training

(Spiritual)

Zen room for work or breaks
Soothing music in the workplace

Do you use any of the above measures in your workplace? Or others not listed? What impact have you seen on your productivity and bottom line?

Related: Gail combines and discusses two of the PIES attributes – Intellectual, Emotional – in this article on our site.

View full post on [Winning Workplaces](#)

You can also find this article published on [Let Your Employees Eat PIES](#), and on the tag pages [Employees](#), [PIES](#).