

# Promoting wellbeing for international assignees

When employees are assigned to work in different countries, it is essential to recognize the unique challenges of managing their wellbeing and implement specific strategies and initiatives tailored to their experiences. Taking appropriate steps to help with wellbeing will ensure that your international employees thrive and contribute effectively to the success of your organization, while also minimizing assignment failure. This checklist provides a framework of the dimensions of wellbeing and steps to effectively implement and oversee wellbeing initiatives.



## Support physical health

Physical health refers to the overall wellbeing and maintenance of an individual's physical condition and fitness.

- Provide comprehensive medical insurance for assignees and their families.
- Provide access to local healthcare providers and facilitate medical appointments.
- Conduct pre-assignment screenings to manage health risks.
- Offer access to local health initiatives and global Employee Assistance Programs (EAPs).



## Support social health

Social health refers to the quality of an individual's relationships, social connections and sense of belonging within their personal and professional networks.

- Utilize technology to support social interaction and employee engagement.
- Provide immersive language and cultural training.
- Secure the right-to-work for an employee's partner.
- Provide resources and information on local cultural activities and events.



## Support mental health

Mental health refers to the psychological wellbeing and emotional resilience of an individual.

- Provide access to counseling services, both in-person and online.
- Encourage the use of mental health apps and online tools.
- Conduct mental health reviews prior to assignment.
- Establish a peer support network for assignees to connect and share experiences.



## Support financial health

Financial health refers to the state of an individual's financial wellbeing, including their financial stability, security and ability to meet their financial obligations and goals.

- Provide fair and competitive compensation.
- Provide retirement and insured benefits.
- Educate employees on financial management.
- Help with tax planning and compliance in both home and host country.
- Offer support for financial emergencies or unexpected expenses.



## Define roles and responsibilities

Defining roles and responsibilities ensures clarity and accountability, effective communication, informed decision-making and seamless coordination to support the wellbeing of international assignees.

- Collaborate with all stakeholders, including HR teams, line management and mobility teams.
- Consider establishing a centralized resource hub with information and guidelines for all stakeholders.
- Offer training for receiving business units unfamiliar with expatriates.
- Collaborate with diversity and inclusion teams to support mobile employees.



## Foster open communication

A supportive and inclusive environment allows employees to provide honest feedback that can help you improve your wellbeing initiatives for mobile employees.

- Encourage employees to voice concerns and provide feedback.
- Establish regular check-ins with assignees to discuss any concerns or challenges they may be facing.
- Conduct stay interviews to understand assignees' experiences and identify areas for improvement.
- Establish a culture of support and understanding.



## Incentivize best practices

Incentivizing best practices is important as it recognizes and rewards contributors who demonstrate a commitment to employee wellbeing.

- Recognize and reward managers who demonstrate a commitment to employee wellbeing and support.
- Incorporate wellbeing goals into performance evaluations.
- Reward assignees who participate in prevention and wellbeing programs.
- Promote teamwork, inclusion and coaching.



## Monitor progress and measure success

Monitoring progress and assessing outcomes allows you to make necessary adjustments to ensure the continuous improvement and overall success of the wellbeing programs for international assignees.

- Regularly assess the effectiveness of wellbeing initiatives.
- Collect feedback from employees and make necessary adjustments.
- Track key metrics related to employee wellbeing and satisfaction.
- Share success stories and best practices with HR and mobility teams to inspire further improvements.



# Conclusion

Prioritizing the wellbeing of international employees is not only a moral imperative but also a strategic advantage for your organization. By implementing the strategies and initiatives outlined in this checklist, you can create a supportive and inclusive environment that fosters the physical, mental, social and financial health of your international employees.

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