So, You Want to Launch a Wellness Program

but

You Have No Budget?
What is Wellness?

- An active, *lifelong* process of becoming *aware* of choices and *making decisions* toward a more *balanced* and fulfilling life.
- Wellness involves *choices* about our lives and our *priorities* that determine our *lifestyles.*

*Arizona State University Wellness Center*
Dimensions of Wellness

- Achieving wellness requires:
  - A mindset change
  - A behavior change
  - Being \textit{ready} for change
  - Is a multi-faceted learning experience
  - Is different for everybody!
Components of Successful Wellness Programs

- Leadership Support
- Culture of Wellness
- Wellness Champion Infrastructure
- Resources
- Communications Program
- Evidence Based Programming
- Inclusive and Equitable
- Measures and Evaluates
Wellness Facts

For Every 100 Employees

- 27 have cardiovascular disease
- 30 have high blood pressure
- 50 or more have high cholesterol
- 26 are overweight by 26% or more
- 59 do not get adequate exercise
- 44 suffer from stress

Source: USDHHS
Why Promote Wellness?

- Lower absenteeism
- Reduce presenteeism
- Promote a “well” work climate
- Promote productivity
- Enhance espirit de corps
- Lower risk factors – lower healthcare claims
- Lower worker’s compensation and disability claims
- Recruitment and retention tool
Pareto Principle

• In a given population, 20% of the employees use 80% of the healthcare dollars
• The other 80% of the population are at risk to become the 20%
Designing Wellness Programs

**Prevention**
- Information
- Education
- Awareness
- Communications
- Wellness Programming

**Intervention**
- Health Coaching
- Disease Management
- Population Management Programs
  - Medication Adherence Programs
Start With An Assessment

- What are the demographics?
- What is the culture?
- What do employees buzz about?
- What is the physical layout?
- Do you have an employee wellness policy or mission statement?
- What are your available resources?
What are Your Resources?

- What businesses are nearby?
- Do you have health vendors to leverage?
- Do you have an EAP?
- Do you have a fitness center?
- What about wellness ambassadors?
Start Small!

- Wellness bulletin board/nook/wall
- “Spotlight on Wellness” newsletter
- Monthly Observances
- Indoor/Outdoor Mile
- Lunch and Learn
- Deskside Exercise Program
- Name and brand the program
Create Your Own Programming

Challenges

- Water Challenge
- Fitness Challenge
- Eat the Rainbow Challenge
- Mindfulness/Gratitude
- Loose Change
- Sleep
Keep It Simple!

Pledge

I pledge to increase my steps walking inside and outside of Gatehouse as well as taking the stairs during breaks, at lunchtime and as much as I can during the work day to promote fitness and healthy activity.

I can enlist the support of co-workers to help me keep on track to walk up, down and all around.

Signature

Date

Log

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<td>Office:</td>
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Studies have shown that prolonged sitting can be hazardous to your health. This summer, we have a simple solution to help you avoid inactivity at work and promote fitness. Commit to increasing your steps at work by walking around the hallways, using the stairs, or taking a walk outside on your lunch break.

Simply track your steps, or minutes if walking. Then, record your progress daily on this sheet. *Only steps taken*

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Vary The Focus

- Physical Health
- Mental Health
- Emotional Health
- Dental Health
- Eldercare
- Financial Health
- Intellectual Health
- Social Health
Ideas

• Fitness classes
• Scavenger Hunt
• E-tools Contest
• Seated Chair Workout
• Walking In Place Program
• Traveling Retreat
• Expert Panel
• Employee Cookbook
• Salad Days
• Wordle Wall
Free Resources

- Free Health Apps
- Google Apps/Map
- Mailchimp E-newsletter
- SurveyMonkey
- My Fitness Pal App
- TED Talks
- YouTube Demos
- Free Toolkits/Posters
- Local Health Professionals
- EAP Resources
- Health Vendors
Free Prizes

- Employee of the month
- In-kind
- Bragging rights
- Primo parking spot
- Lunch with CEO
- Services
- Traveling trophy
- Freebies Online
- Donations from Vendors and Businesses
Resources

- Implementing Successful Wellness Programs
- Creating Workplace Wellness Committees
- CDC Walking Campaign Tools
- USDA Choose My Plate Nutrition Tools
- Healthy Recipes
- American Heart Association Wellness
- American Diabetes Association Wellness
- Benson-Henry Institute Guided Meditations
- American Dietetic Association
- The Mayo Clinic Wellness
- ACE Fitness Exercises
More Resources

Tools and Apps

- Using Google Apps
- SurveyMonkey Tips
- Mailchimp E-newsletter
- Map My Walk
- Free and Almost Free Apps on Diet, Exercise, Stress
- Free Mindfulness
THANK YOU