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**CENTER FOR  
WELLNESS AND NUTRITION**

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# Worksite Wellness: Keeping Staff Healthy While Meeting the Needs of Children and Families under Duress

County Welfare Directors Association Conference



## Our Mission

The Public Health Institute **Center for Wellness and Nutrition** builds partnerships to change communities where poor diet, physical inactivity, and obesity are prevalent.

Our work empowers people to eat healthier foods, engage in physical activity, and create safer environments where healthy choices are accessible to all.

Center for  
Wellness and  
Nutrition



## Our History

The **Center for Wellness and Nutrition** contracted with the California Department of Public Health for over 15 years to administer the state's SNAP-Ed social marketing program, Champions for Change, including:

- Communications & Media
- Development of Culturally Targeted Campaigns and Programs
- Research and Evaluation
- Policy & Partnership Development

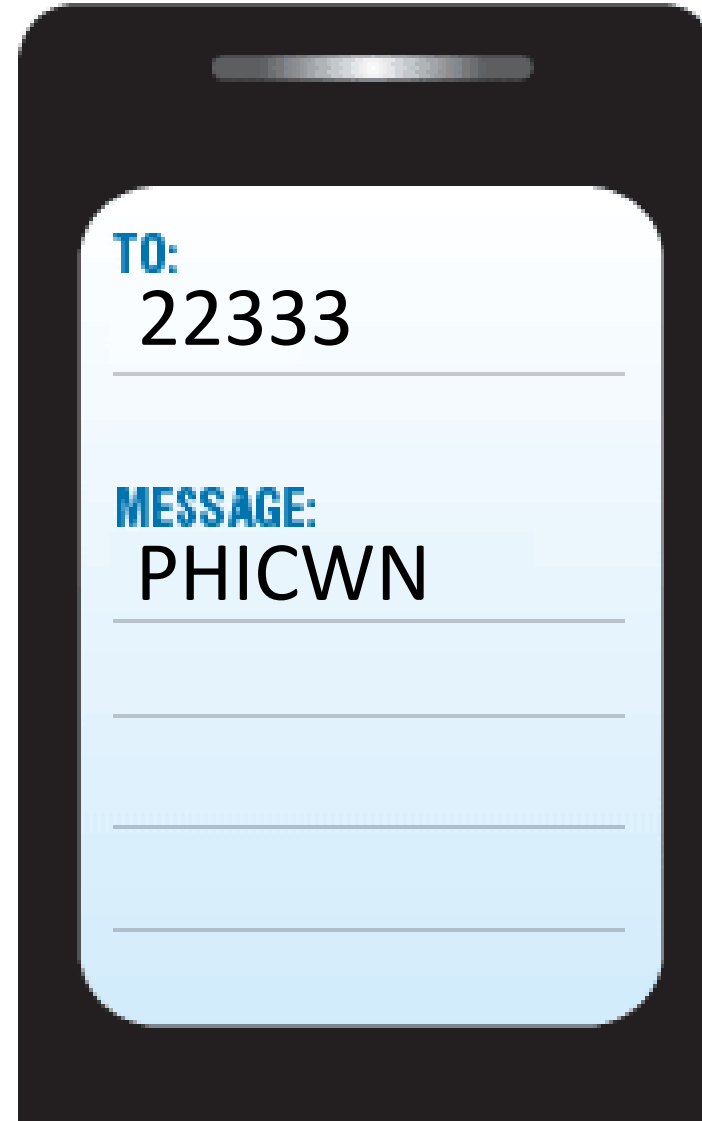
**Center for  
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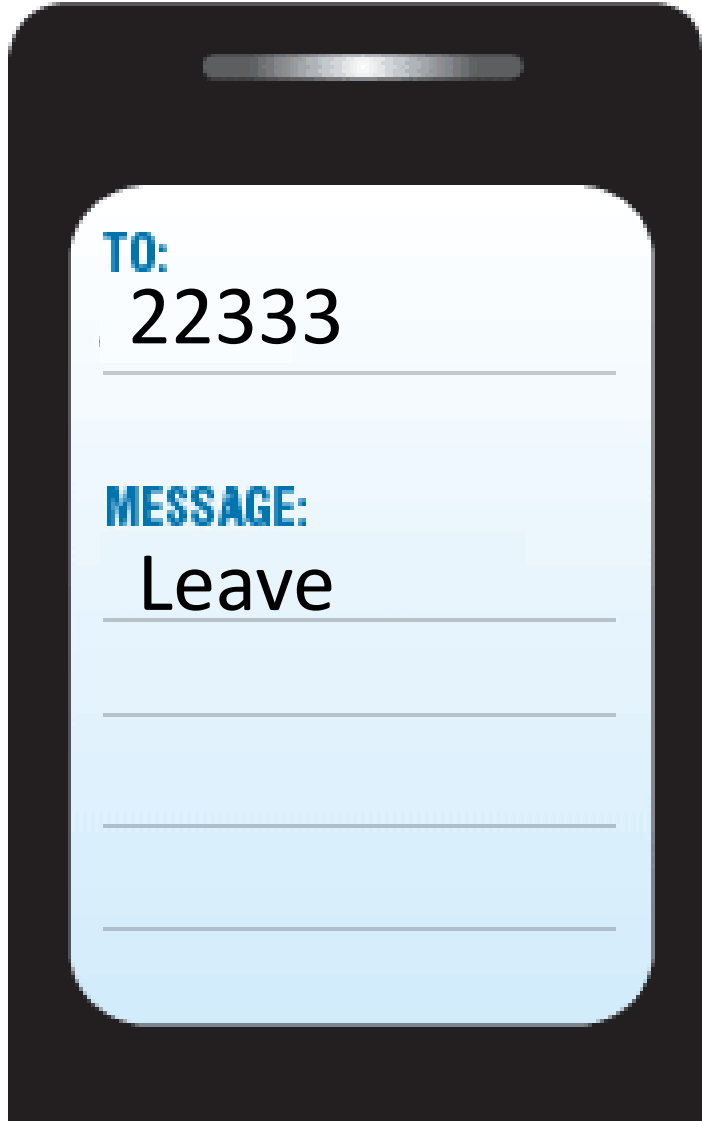


Please take out your phones

Text: PHICWN

TO: 22333





Text: Leave

TO: 22333



Thank you for participating!

Please make sure your phones are silenced.



# strategies for individual stress management

- Physical activity
  - Outdoor
  - Indoor
- Desk yoga
- Progressive muscle relaxation
- Mindful breathing
- Meditation





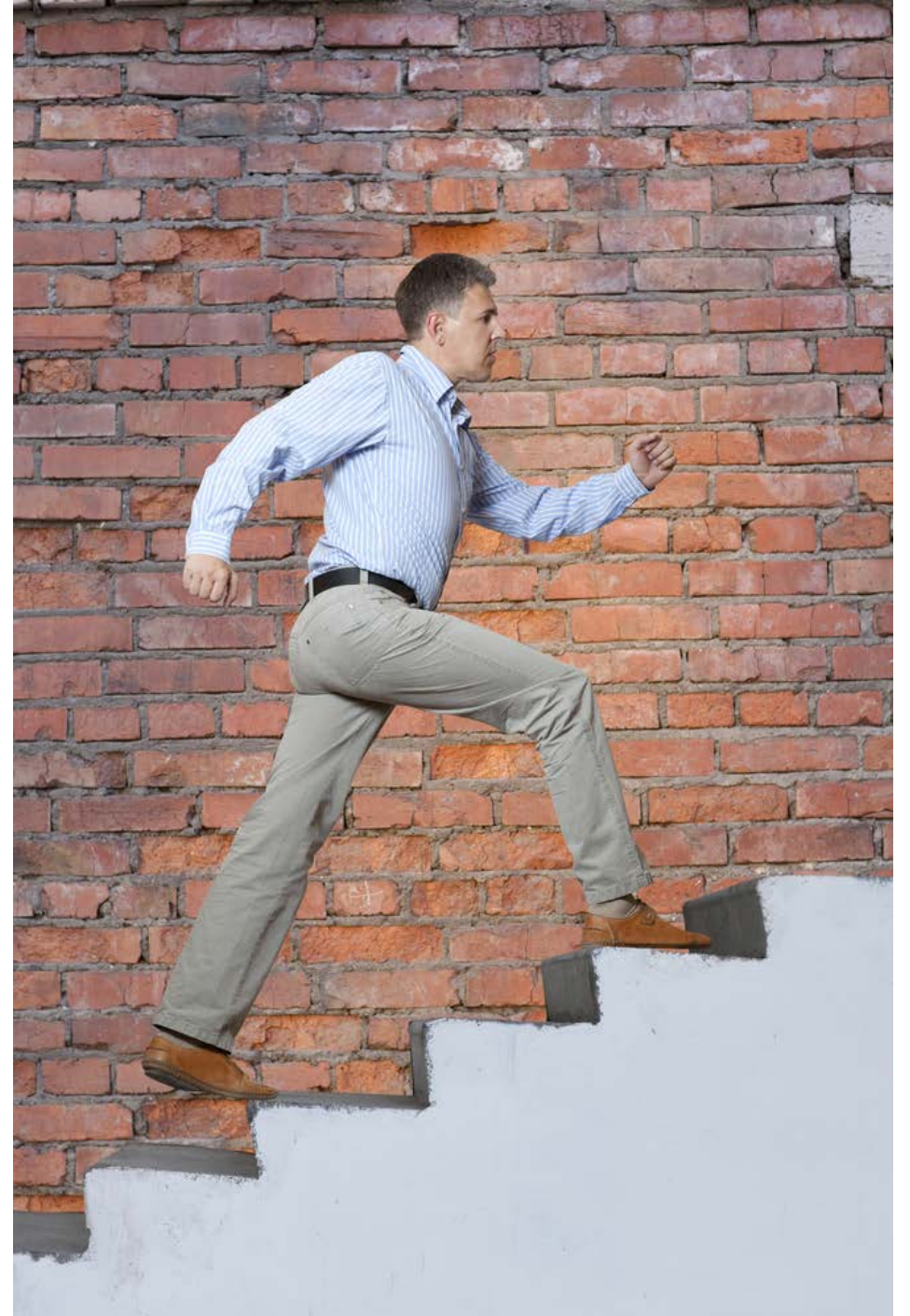
# Physical Activity

Strive to make regular physical activity part of your lifestyle. Fit it in when and where you can:

- Outdoor: Walking alone or with a group
- Indoor: Stairs

Benefits include:

- Increases endorphins (the “feel-good neurotransmitters)
- Improves mood and promotes relaxation
- Improves physical fitness and overall well-being



# Mindful Breathing

**Mindful breathing:** the practice of focusing your attention on your own breath.

Benefits include:

- Builds tolerance to work through unpleasant feelings rather than becoming overwhelmed by them.
- Provides an anchor--the breath--on which we can focus when we find ourselves carried away by a stressful thought

“

The secret to relaxation is where it has always been, right under your nose - your breath.

~ Jon Kabat-Zinn

Spirit Voyage

# Desk Yoga/Stretching

**Yoga** is a mind-body practice that combines physical poses, controlled breathing, and meditation or relaxation.

Benefits include:

- Stress reduction
- Improved fitness
- Management of chronic conditions



# Progressive Muscle Relaxation

**Progressive muscle relaxation** is a technique for learning to monitor and control the state of muscular tension by tensing and then relaxing each muscle group in the body.

Benefits include:

- Decreased muscle tension
- Lowered blood pressure
- Mental relaxation



KEEP  
CALM

AND TRY

PROGRESSIVE MUSCLE  
RELAXATION



# Meditation

**Meditation:** a practice to train the mind simply to acknowledge its content without becoming identified with that content.

Benefits include:

- Improves physical and emotional responses to stress
- Lowers blood pressure
- Decreases anxiety
- Improves attention



# Technology might help!

## Apps

- **Pacifica:** guided relaxation activities such as mediation, progressive muscle relaxation, and mindful breathing as well as mood journaling
- **Insight:** meditation timer and daily reminder with guided meditation option
- **Office Yoga:** guided seated yoga practice you can do at your desk



Don't forget about YouTube!

# Implementing Worksite Wellness Programs

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Deputy Director

Public Health Institute Center for Wellness and Nutrition





# Why Implement a Worksite Wellness Program?

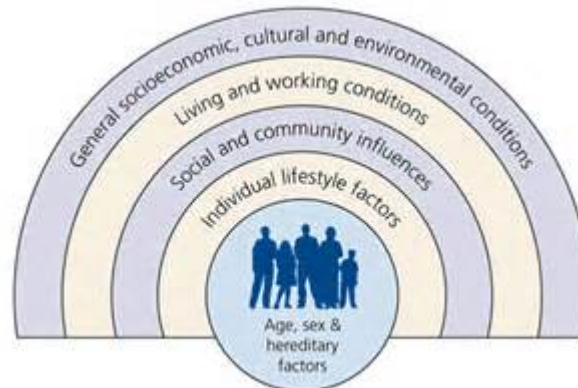
- A company's most important asset are their employees
- Hardworking Californians spend more than 1/3 of their day at work, most days of the week
- Reaches underserved populations—men and low wage workers



# Why Implement a Worksite Wellness Program?

- Social Determinants of Health
  - Conditions in the places where people live, learn, work, and play affect a wide range of health risks and outcomes.
- There are often no opportunities for physical activity and little control over the food and drinks available at work
  - Employees often eat up to ten meals at work

**Solution: Create social and physical environments that promote good health for all**



# Worksite Wellness Benefits

Worksite wellness programs have Demonstrated \$3.50-to-\$1 savings-to-cost ratio in reduced absenteeism<sup>1</sup> and healthcare costs

- Reduces absenteeism
- Increases productivity
- Reduces healthcare costs
- Improves employee health, energy and morale



# Worksite Wellness Benefits

- Improves a business's work culture and environment
- Helps employees take responsibility for lifestyle choices
- Educates workforce about hazards and opportunities for wellness
- Shifts health care paradigm from treatment to prevention



# Worksite Wellness at a Glance

- Improves access to healthy foods and physical activity at work
- Fosters supportive work environments that encourage healthy lifestyle choices
- Establishes policies that bolster health promotion and stress reduction



# Employers can support Worksite Wellness

- Engage Employees in worksite wellness priorities
- Establish programs for exercise during the workday
- Create healthy vending and procurement policies
- Implement a no-smoking policy on campus grounds and provide resources for tobacco cessation
- Allow flexible work schedules and telecommuting





# Worksite Wellness Success



*“The gym was not a hard sell to corporate at all, they **support** efforts to **improve** the **health** of employees.”*

*“I feel more **energy** every day and we’re **happy** to come to work!”*



*“Before [the exercises], my knee hurt a lot. Then we started stretching and now **I can walk better.**”*



# Discussion

- What wellness activities or programs are currently offered at your workplace?
- What wellness activities or programs do you value the most?

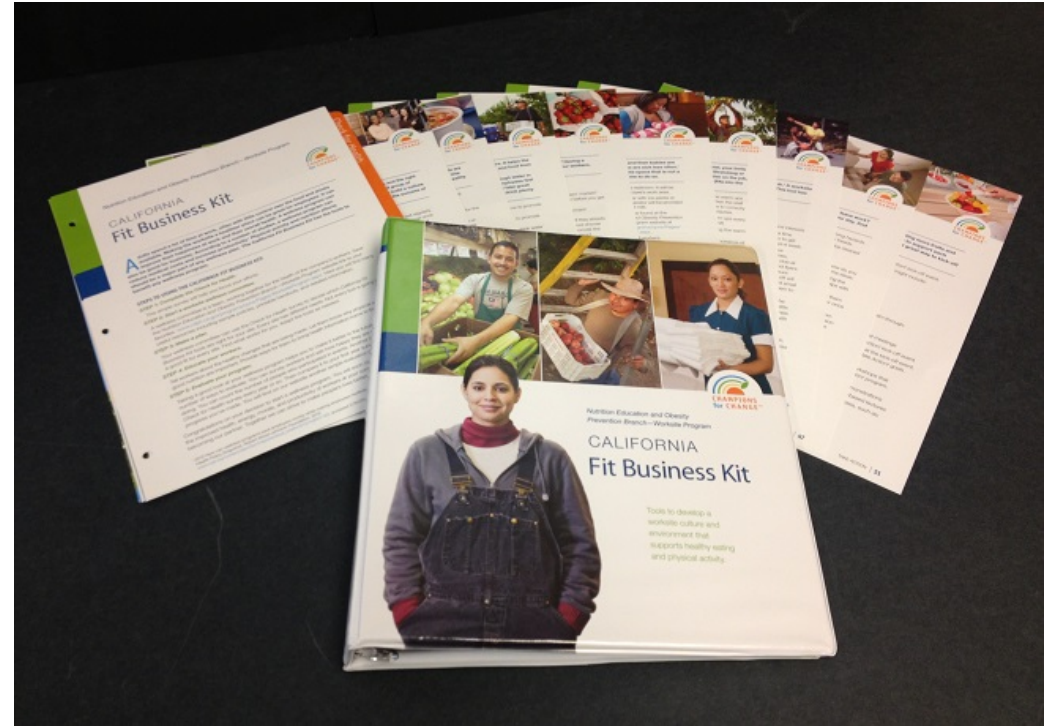


# The California Fit Business Kit

Featured in USDA's SNAP-Ed Toolkit

*The Worksite Program's California Fit Business Kit tools:*

1. Check for Health
2. Starting a Wellness Committee
3. Healthy Meetings
4. Healthy Dining Menu Guidelines
5. Go for H<sub>2</sub>O
6. Farm Fresh Produce Delivery
7. Healthy Vending Machines
8. Starting a Farmers' Market
9. Creating a Breastfeeding-friendly Worksite
10. Physical Activity Clubs
11. Physical Activity Integration
12. Improving Worksite Stairwells
13. Take Action! (10-week challenge)



# Worksite Wellness Activities



Healthy Meetings



Go for H2O



Physical Activity Clubs



Improving Stairwells



Physical Activity Integration



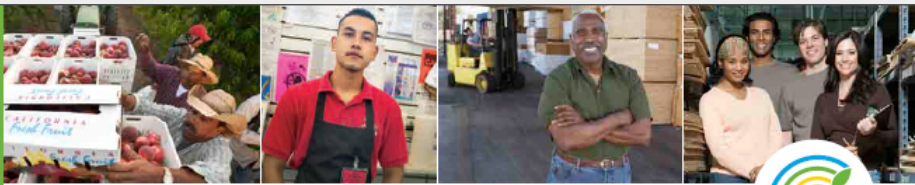
Healthy Vending



Breastfeeding Friendly



Healthy Dining Guidelines



Nutrition Education and Obesity Prevention Branch—Worksite Program

## Starting a Wellness Committee

**T**here are two keys to any successful wellness program: the right people and the right tools. Before you can get working, you'll need to form a team. This small group of people will work together to share their talents and ideas. They will help build a culture that supports wellness. This tool is needed since staff involvement is vital for the success of the program.

### STEPS TO SUCCESS

1. Decide who will be the Wellness Coordinator.
2. The Wellness Coordinator forms a committee.
3. Get buy-in from management.
4. Together, figure out the needs of your worksite. Set goals.
5. Evaluate your program. Make changes as they are needed.

### TOOL TIPS

#### Find Your Coordinator

This person will lead meetings and guide the program. This may be you, or you may be looking for someone. Whoever it is, this person should be able to:

- be a good role model for living healthy.
- get people excited about the program.
- be a good leader.
- work well with all different kinds of people.
- assign duties to team members.
- work with the group to determine "next steps."

#### Form a Committee

The Wellness Committee should meet regularly. You may choose to hold regular meetings once a month. During busy times, you might meet once a week. Keep meetings simple and fun. Here are some steps to get your committee started:

#### Invite People to Join

A strong committee will include people from different shifts and departments. It could include managers, line workers, and janitorial staff. Each will be able to bring different viewpoints and ideas.

#### Create a Mission Statement

Your mission statement is just a sentence or two. It will state the purpose of the committee.

#### SAMPLE MISSION STATEMENT:

The mission of our Wellness Committee is to establish and maintain a worksite that provides support for a healthy lifestyle.

# Wellness Committee

## LESSON LEARNED

Cooperation and collaboration – Worksite wellness committees will bring together employees from diverse areas such as human resources, senior management, and staff. While working cooperatively to achieve common goals, worksite employees will be comfortable sharing their experiences and stories as a way to teach and coach others.



# Starting a Wellness Committee

- Designate a Wellness Coordinator
  - She/he will guide the program and lead meetings
- Form a Committee
  - Invite people to join
  - Create a mission statement
  - Assign duties
- Gain Buy-in from Management
  - Meet with senior management one-on-one
  - Communicate goals, accomplishments and resources needed
  - Ask for input



# Role of the Wellness Committee

- Promote the wellness program
- Set goals
  - Plan activities based on employee interests and workplace needs
  - You will want to conduct employee surveys and site assessments to gather data
- Evaluate Program
  - Monitor participation and events offered
  - Survey employees about their satisfaction of the program
  - Redo the site assessment to monitor progress made
- Communicate with everyone about the program
  - Share progress and outcomes



# Role of the Employees

- Attend wellness activities
- Adopt healthier behaviors
- Encourage and support co-workers
- Let the management team and the wellness committee know what is needed to support healthy behaviors







## Activity

You have been identified as the Wellness Coordinator of a new Worksite Wellness Program for a small business with varying departments and shifts. There is already an existing Safety Committee that meets monthly. Your first initial steps is to form a wellness committee and gain support from employees and management.

Describe:

- how you would go about forming a committee
- what the committee looks like (number of members, who the committee consists of)
- strategies you would use to get buy-in from management and employees

Questions?





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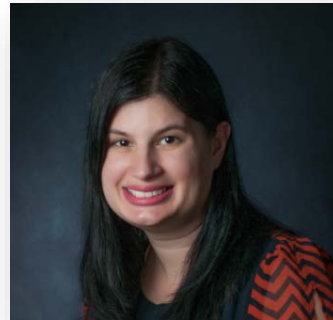
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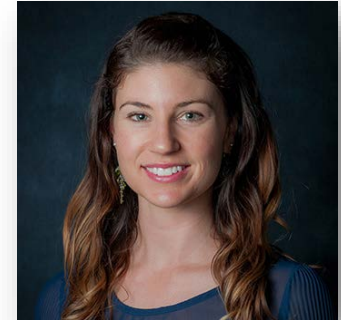
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