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## Why Wellness?

Process through which people **make choices** towards a more successful existence

Participants **build feelings** of security, safety, confidence, and self-esteem

Allow participants to continue to **participate in activities** that enhance their quality of life



MAKE  
CHOICES



BUILD  
FEELINGS



PARTICIPATE  
IN ACTIVITIES



Better Care. Better Patient Outcomes. Better Results.

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## Why Workplace Wellness?

Worksite Wellness Programs can improve employee health, increase productivity and yield a significant return on investment for the employer

Wellness Programs increase employee morale and rapport with residents

The availability of a Wellness Program as an employee benefit may make it easier to recruit and retain staff members





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## Workplace Wellness Statistics



value of \$1.49 to \$4.91 ROI

productivity increased by 52%

32% reduction sick leave

up to 55% savings in health costs

\$40 billion saved by Bellin

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### Seven Dimensions of Wellness

**Select**  
Healthcare

Better Care. Better Patient Outcomes. Better Results.

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### Workplace Wellness Advantage

**Select**  
Healthcare

Better Care. Better Patient Outcomes. Better Results.

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### Linking Wellness to the Quadruple Aim

**BETTER Care**

- Health navigators and education on disease prevention

**SMARTER Spending**

- Companies spending 25% less on healthcare costs
- Realized value of \$1.49 to \$4.91 in benefits for every dollar spent on the program

**HEALTHIER People and Communities**

- Increased productivity (52%)
- Reduced sick leave (32%)
- Improved metrics (i.e., BP, weight, smoking, etc.)

**WELL-BEING of the Healthcare Team**

**Select**  
Healthcare

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EPWORTH VILLA  
Survey About Health and Wellness

This first section of the survey asks about your personal attitudes, opinions, and perceived limitations related to your health and wellness. For each question in this section, please indicate by circling how much you agree or disagree with the statement.

1. My health and wellness is important to me.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

2. I am interested in learning more about how I can improve my health and wellness.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

3. I am in good health.


Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

4. I have concerns about my health that I should address.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

5. There are times when my overall health/wellness impacts my ability to do my job.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	2	3	4	5

 **Select**  
Healthcare

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11. If barriers were removed, what types of health and wellness activities would interest you? (check all that apply):

- ☐ Simple exercises or stretches to do at work
- ☐ Step counting
- ☐ Walking club at work or on breaks
- ☐ Stress management classes or tips
- ☐ Receiving a healthy recipe and demonstration
- ☐ Water stations at work
- ☐ Fitness club
- ☐ Family friendly gym
- ☐ Weight loss group
- ☐ Sports leagues or groups (e.g., softball, yard games)
- ☐ None of the above
- ☐ Other (please specify): \_\_\_\_\_

 **Select**  
Healthcare

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### Occupational Wellness

Standing Back Bend




Doorway Lat Stretch



#### Stretches for Lower Back Pain

Keep your legs at shoulder width and put your hands on your lower back. Breathe, lean back (bending at the lower back). Go as far backwards as you feel comfortable. This is called a "standing backbend" and will relieve stress in the lower back. Hold this stretch for 30 seconds. A hunched lower back tends to get tight due to leaning far over in a "hunch" position, giving you tight hip flexors and tight hamstrings.

Hold on to a doorway with one arm with slightly bent knees. Then, with the arm that is holding on to the doorway turn your torso away, almost as if you are pulling into the opposite direction to get a deep contraindication. If a doorway is unavailable, hold onto anything that will give constant support to hold the stretch. Hold the stretch for 30 seconds. Your "hips" can get tight due to excessive sitting, keeping poor posture by having rounded shoulders, and excessively using your shoulders by engaging the rotator cuff.



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### Snack Healthier at Work





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### Healthy Recipes and Facility Cookbook







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## Replacing the Doughnuts!



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## Hydration Stations



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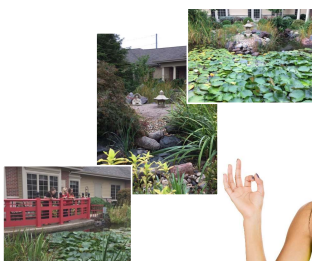
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## Opportunities for Meditation



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### Physical Wellness



**Select**  
Rehabilitation

Better Care. Better Patient Outcomes. Better Results.

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### Physical Wellness



**Select**  
Rehabilitation

Better Care. Better Patient Outcomes. Better Results.

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### Simple Yoga



**Select**  
Rehabilitation

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Simple Yoga



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Simple Yoga



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Resistance Band Exercises



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### Resistance Band Exercises



The image shows two resistance band exercises. On the left, a standing bicep curl with two bands, labeled A and B. On the right, a lying glute bridge with one band, labeled A and B.

**Select**  
Rehabilitation

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### Resistance Band Exercises



The image shows two resistance band exercises. On the left, a standing lateral band walk with one band, labeled A and B. On the right, a standing bicep curl with two bands, labeled A and B.

**Select**  
Rehabilitation

Better Care. Better Patient Outcomes. Better Results.

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### Intellectual Wellness



The image shows three images related to intellectual wellness: a hand moving a chess piece, a bookshelf, and a piano.

**Select**  
Rehabilitation

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### Spiritual Wellness





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### Innovative

PARTNERSHIPS AND TECHNOLOGY

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### Creativity is Key to Innovation

**Walking For:**

- Meditation
- Book club
- Bible study
- Meetings
- For weight loss
- With brain games
- Scavenger hunt
- Bird watching
- For a cause (e.g., diabetes)





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### Beyond Your 4 Walls

Community wellness partners bridge the gap of health disparities by educating the community on health/wellness issues

YMCA  
Schools  
Churches  
Local government  
Community groups  
Youth and/or charity organizations  
Small business  
Health clubs/gyms  
Walk-in clinics for health/wellness screening





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### OPPORTUNITIES & CHALLENGES: Lessons Learned Along the Way



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### Workplace Wellness Advantage



✓ Physical

✓ Nutritional

✓ Stress Management



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## Challenges to Wellness Programs

The **Leadership** team does not understand the benefits of wellness programs

**Outcomes** and satisfaction are difficult to measure

Wellness **Programs** may not be contained in an organization's strategic plan

Program **Sustainability** in the face of change



**Select**  
Rehabilitation

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## Employee Feedback



"I never felt comfortable using my Gold's gym membership. But I love playing yard games with my co-workers. It's a fun way to break up the day."

"These programs always want us to lose weight. That's not my problem. I was happy to have ideas for stress management."

"The healthy cooking classes helped me see that healthy eating doesn't have to be hard."

"I'm drinking so much water now because it's always in sight."

"The stretches have helped. My back doesn't hurt as much at night."

"There were things I could do while at work. And I work night shift."

"It worked for ME."

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## LIFE

by Select Rehabilitation

Living Well,  
Involved,  
Fulfilled and  
Energized



Presented by:  
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National Director of Education  
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