

MENTAL HEALTH AT WORK A NARRATIVE

**Mental Health Stigma Reduction
Workplace Workgroup**



**The
Wellbeing
Partners**

INTRODUCTION

The coronavirus pandemic has created unprecedented challenges for employers. Worries voiced most loudly are the psychological impacts on employees at the workplace. According to Mental Health America (MHA), who screened over 1.5 million people from January to September 2020, the number of people looking for help with anxiety and depression skyrocketed. MHA saw a 93% increase in anxiety over the 2019 totals and a 62% increase in depression over the 2019 totals. MHA notes that people screening at risk for mental conditions are struggling most with loneliness or isolation. Depression, anxiety, and feelings of isolation and hopelessness negatively impact employee productivity and quality, but also impact employee optimism and self-worth. According to the Centers for Disease Control and Prevention (CDC), mental conditions, if left untreated, can be extremely costly. Depression alone causes an estimated 200 million lost workdays each year at the cost of \$17 billion to \$44 billion to employers.

Addressing mental health in the workplace requires continuous leadership and commitment, buy-in from managers, supervisors and employees, empathetic and flexible policies and programs, facilitating education, awareness, and a strong understanding and reverence for the complexities of mental health, wellbeing and illness. Workplaces that genuinely promote and value wellbeing and good mental health, and support people with mental health problems, are more likely to reduce absenteeism, improve engagement and retention of employees, increase productivity, increase morale, and benefit from associated economic gains.

This emotional wellbeing narrative aims to raise awareness amongst both employers and employees. The narrative explains why and how to:

- Promote positive emotional wellbeing while reducing the stigma in the workplace
- Understand and prevent issues that cause stress and mental health issues
- Support employees who develop mental wellbeing problems
- Build a culture of inclusion
- Educate management
- Integrate the promotion of mental wellbeing into all policies and practices

Employers who apply the practices advised in this narrative will also likely have an advantage when it comes to attracting and retaining key talent.

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TABLE OF CONTENTS

<u>The Wellbeing Partners Mental Health Stigma Reduction Campaign.....</u>	5
• Workplace Workgroup Formation.....	5
• Having Conversations and Developing Skills.....	6
• Time to Talk Week.....	7
• Mental Health First Aid.....	8
• Workplace Mental Health Assessment.....	9
• Mental Health Policy.....	9
 <u>Mental Health Care as a Benefit.....</u>	 10
 <u>Employee Assistance Program (EAP) Resources.....</u>	 11
• Considerations when selecting an EAP Provider.....	11
• Legal Considerations.....	15
• Practical Points: Job Accommodations.....	17
 <u>Eight Dimensions of Wellbeing.....</u>	 20
• Emotional & Occupational Wellbeing.....	21
• Intellectual & Financial Wellbeing.....	22
• Environmental Wellbeing.....	23
• Social & Spiritual Wellbeing.....	24
• Physical Wellbeing.....	25
 <u>Deep Dive: Promoting Physical Wellbeing at the Workplace.....</u>	 26



THE WELLBEING PARTNERS MENTAL HEALTH STIGMA REDUCTION CAMPAIGN

WhatMakesUs is a campaign focused on reducing mental health stigma and creating healthier, happier, communities across the Greater Omaha and Council Bluffs area. The campaign collects and shares stories from people living with mental health conditions and their allies, highlighting individuals from all walks of life and emphasizing who they are as people - not defined by a mental health condition.

WORKPLACE WORKGROUP FORMATION

A workgroup, made up of representatives from TWP workplace member organizations and TWP staff was convened in September, 2020 with the following goals:

- Think strategically about TWP's mental health stigma reduction campaign.
- Understand how the campaign can be valuable to businesses and organizations.
- Give feedback to inform the development of materials like GIFs, posters, newsletter graphics, videos, toolkits, etc.
- Promote the campaign to drive testimonial submission for WhatMakesUs and Spokesimals.
- Contribute to TWP social networking and campaign social networking (shares and likes).
- Develop usable ideas to help organizations advance workplace support and/or policy and practice.

Initial Communication

A survey was sent to member organizations from The Public Good Projects (PGP), partners for the TWP mental health stigma reduction campaign.

Respondents were asked to indicate their level of interest in serving in many ways through the campaign, one of which was to participate in a workplace workgroup. Those that expressed an interest in the workplace workgroup were sent an invitation to participate in a virtual kickoff meeting on Sept. 17, 2020.

Commitment

Workplace workgroup participants were invited to meet virtually one time per month through May 2021, but the timeline was extended due a desire to create a narrative document to share information and experiences with mental health and wellbeing at the workplace.

Meeting Schedule

- September 17, 2020
- October 15, 2020
- November 19, 2020
- December 17, 2020
- January 21, 2021
- May 20, 2021
- June 17, 2021
- July 22, 2021
- August 19, 2021

Words can carry stigma, even when they come from an innocent place. If you hear stigmatizing language in conversations, speak up.



"The weather has been so bipolar lately."



"I know what you mean about the weather changing, but try not to use mental health conditions as adjectives like that. It's stigmatizing and can hurt those living with the mental health condition."

HAVING CONVERSATIONS AND DEVELOPING SKILLS

A person's mental, physical or other health condition is only one aspect of their life and not the defining characteristic. The words you use are important and can help reduce stigma around mental illness.

KEEP IN MIND THAT YOUR WORDS MATTER.

Say This...	Instead of This...
"I prefer things that are neat."	"I'm so OCD."
"S/He is living with..."	"S/He is schizophrenic"
"Died by suicide"	"Committed suicide"
"She/He/They have a substance use disorder."	"She/He/They are a substance abuser."

[Source](#)

TIME TO TALK #TIMETOTALK WEEK

Time to Talk Week was an initiative that was launched for the first time in May, 2021. It was designated as a time for people from Omaha, Papillion, Bellevue, Council Bluffs, and across the metro area to commit to having conversations about mental health in their everyday lives – at their school, workplace, neighborhood park, or around the dinner table.

More than 85 organizations and 50 individuals, in collaboration with [The Wellbeing Partners](#) and the [WhatMakesUs](#) campaign, pledged to talk about mental health during Time to Talk Week. This kind of storytelling, open conversation, and encouragement can help us see each other with more understanding and promote mental wellbeing.

At the workplace:

- Eighty percent of workers with a mental health condition say that stigma prevents them from seeking treatment.
- That means four out of five workers are afraid to get help because they fear judgment, gossip, or that they might lose out on opportunities.
- Healthy workplaces support mental health, so make sure your workplace works for everyone.

Download the [Time to Talk Week Toolkit](#).

Find suggested Time to Talk Week [events and activities](#).



MENTAL HEALTH FIRST AID

[Mental Health First Aid](#) is a skills-based training course that teaches participants about mental health and recommends the following action plan:

- Assess for risk of suicide or harm
- Listen non-judgmentally
- Give reassurance and information
- Encourage appropriate professional help
- Encourage self-help and other support strategies

WORKPLACE MENTAL HEALTH ASSESSMENT

The American Psychiatric Association Foundation's Center for Workplace Mental Health, Mental Health America, and One Mind at Work have joined forces to connect employers with information and resources on workplace mental health. Their website provides employers with what is needed to assess the workplace, raise awareness, end stigma, build a mentally healthy culture, and improve access to mental health supports.

Take the [confidential assessment](#).

MENTAL HEALTH POLICY

Access this template to help you develop a mental health policy for your organization. Feel free to adapt the policy to suit the needs of your organization and your specific goals around mental health wellness in the workplace.

The commitment and participation of your employees is essential to creating a supportive, responsive, and productive working environment that benefits everyone. Involve staff in the development process, which can be facilitated by your workplace wellness committee:

- Get their ideas
- Get their feedback
- Get them talking about mental health as it relates to wellness

Once you have finalized and approved the policy, circulate it to all current employees, and incorporate the policy into new employee training activities.

Access the [template](#).

MENTAL HEALTH CARE AS A BENEFIT

Christine Lembo, Employee Wellbeing, First National Bank of Omaha

There are number of ways that your company can support employee mental health. When looking at mental health care, there are direct and indirect aspects to consider with the benefit.

As a benefit, consider the following:

- Employee Assistance Program (EAP) counseling which can be offered in a variety of ways (in-person off-site, in-person on-site, online, chat or video)
- Consider the level of EAP services that you'd like to offer to benefit all employees
- Education classes offered to all levels of the organization, in both group and individual sessions
- Mindfulness meditation offered either through a group lead class or app
- Physical activity opportunities during or as part of the workday can mitigate stress
- The physical environment can be arranged to support wellbeing
- Consider other benefits for your employee population, such as childcare, elder care, time-off, gym access, etc. that contribute to positive mental wellbeing
- Provide leader and employee accessible resources (websites, guides, tip sheets, support groups)
- Consider if the work culture could be enhanced by sharing testimonials and personal stories to reduce stigma and encourage others to use available benefits

Benefits are only as good as the communication used to promote them. It's important to consider the needs that follow employees across the lifecycle and benefits are always top of mind. Employees can value benefits even if they haven't had to use them yet.

EMPLOYEE ASSISTANCE PROGRAM (EAP) RESOURCES

*Robyn Burnett, Manager Account and Education Services,
Methodist BestCare EAP*

Local & National Providers

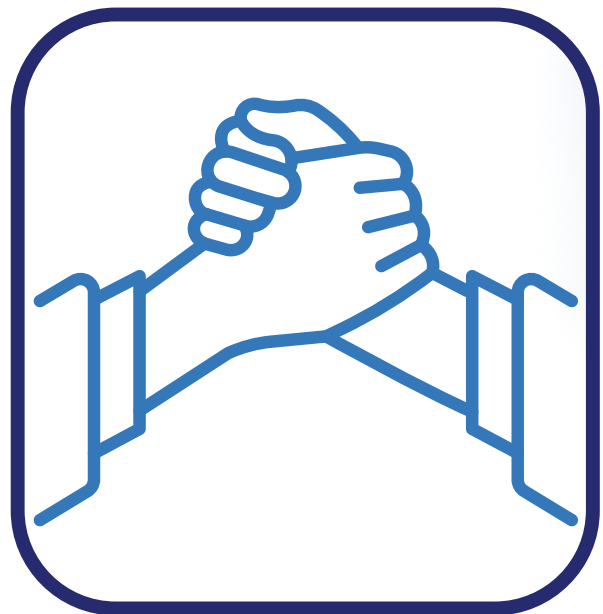
There are a wide variety of providers to reach out to for your EAP needs:

Local (Omaha and surrounding areas)

- (Methodist) Best Care EAP
- CHI Health
- Mutual of Omaha
- Arbor Family

National

- Curalinc
- LifeWorks
- Lyra
- Spring Health
- Optum



CONSIDERATIONS WHEN SELECTING AN EAP PROVIDER

EAP Basics

- An Employee Assistance Program (EAP) is a confidential workplace service that employers pay for and is free to employees.
- An EAP is commonly the most overlooked, yet valuable, benefit offered by organizations large and small.
- Counseling services provided by an EAP help employees manage life-stressors of all kinds.
- An EAP can help employees stay focused on their duties at the workplace, keep productivity and performance high, and genuinely improve the employee's wellbeing in the process.

- Services are often delivered via phone, video-based counseling, online chatting, e-mail interactions or face-to-face.
- An EAP may also include a wide array of other services, such as nurse advice lines, basic legal assistance or adoption assistance.
- EAP services are usually made available not only to the employee but also to the employee's spouse, children and non-marital partner living in the same household as the employee.
- EAPs that offer medical benefits such as direct counseling and treatment rather than just referrals for counseling and treatment are regulated under ERISA and subject to COBRA. ([SHRM](#))
- EAPs are employer-paid and should be offered to any/all employees regardless of status/classification and regardless of opting in to an employer's benefit(s) package.
- Not all EAPs are created equal, meaning you get what you pay for in quality, offerings and outcomes

Utilization vs. Outcomes

- Utilization is an overview of the general statistics about who used the program and how they interacted with the EAP. Reporting varies from EAP to EAP.
- Nationally, utilization is on average two to six percent
- Outcomes can have a true impact on:
 - Organizational culture
 - Retention/engagement
 - Insurance claims for behavioral health and psychotropic medications
 - Satisfaction surveys
 - WOS (workplace outcome suite/Chestnut Global) captures outcomes on absenteeism, presenteeism, workplace and life distress

Communication/Promotion of Services/Resources for Management

- The number one reason for low-utilization is lack of communication and promotion of the program
 - Tip: Find new ways to connect resources to employees and their spouse/dependents
- Make it a part of strategic/business planning
- Train leadership on available resources

“Outside the Box” Resources

- Onsite services
 - Most EAPs can offer this as an option, either as-needed (Critical Incident Response or special projects) or contract out designated hours per week onsite. This approach can send a positive message from employers on setting Mental Health as a priority
 - There had been a greater need for this prior to pandemic, but with a TeleHealth modality available, ease to access has been eliminated
 - Privacy concerns related to location and space need to be considered
 - Can be expensive and does not support employee spouses and dependents
 - Workplace culture needs to support these initiatives
- Greater Omaha Chamber’s GrOW (Greater Omaha Worklab) program
 - Not in place of an EAP, but aligning with GrOW as a way to compliment services of an EAP and it can be a warm hand-off with their onsite “navigators” who can connect employees to community resources.
- Inclusive Communities
 - Not in place of an EAP, but a way to compliment services of an EAP. They can offer a variety of different options to meet an organization's DEI needs.
- Mental Health ERG
 - Separate from Wellness ERGs (although this is a start)
 - [Why they're necessary](#)
 - [Toolkit](#) from Mind Share Partners
- The Wellbeing Partners
- Start My Wellness, custom employer programs (coaching, onsite support and group workshops)
- Enhanced services through your EAP
- Legal & Financial
- Dependent/Elder Care
- ID Theft
- Concierge Services
- Virtual/App Platforms
 - Talkspace
 - This is for organizations as an additional platform to compliment other services, but costly for individual users, specifically for text/app functionality and audio/video messaging. Does not replace an EAP.

- Betterhelp
 - This does not take the place of insurance, but can be used in place of an EAP or complement an existing program. Participants are matched with a therapist and homework is typically assigned. They are best known for their live chat feature.

Other Resources:

Mental Health Hotlines:

- Nebraska Strong Recovery Project (multilingual counseling 24/7)
 - 1-800-985-5990 or Text TALKWITHUS to 66746
- Nebraska Family Helpline and Iowa Family Helpline
 - 1-888-866-8660/(515) 243-6147
- Suicide, Crisis, and Prevention Helplines
 - 1-800-273-TALK (8255)/1-800-SUICIDE (784-2433)
- SAMHSA's National Helpline
 - 1-800-662-HELP (4357)
- Boys Town National Hotline
 - 800-448-3000
- Domestic Violence/Sexual Assault 24/7 Crisis Hotline
 - 1-800-523-3666
- Catholic Charities: 24/7 Crisis Hotline
 - Call 402.558.5700
 - Domestic violence advocates are available by phone 24 hours a day
- Women's Crisis Line/Women's Center for Advancement
 - 402-345-7273
- Crisis Text Line
 - Text HOME to 741741

Local Agencies for Mental or Behavioral Health Support:

- OneWorld Health Center
 - 402-734-4110
- Heartland Family Services
 - 402-553-3000
- Charles Drew Health Center
 - 402-451-3553

- Grief's Journey - Online support groups and resources
 - 402-502-2773 or [online](#)

Iowa Specific Health Resources & Crisis Lines

- Make It Ok
 - [Online Resources](#)
- [Your Life Iowa](#) – 24/7 crisis support in the state of Iowa.
 - Call 1-855-581-8111 or text to 1-855-895-8398
- [National Suicide Prevention Lifeline](#)
 - Call 1-800-273-8255 (En Español – 1-888-628-9454)
- [Crisis Text Line](#)
 - Text 741741 for crisis help
- [The Trevor Project](#) (LGBTQ Crisis and Suicide Hotline)
 - Call 866-488-7386
- [Veterans Crisis Line](#)
 - Call 1-800-273-8255
- [NAMI Iowa](#) – offering support groups and education to outreach and advocacy
- [211](#) – a free, comprehensive information and referral system to health and human service programs, community services, disaster services and governmental programs

Non-profit Association of the Midlands, Partnership with Best Care EAP

The Nonprofit Association of the Midlands has teamed up with Best Care EAP to provide its members a cost-effective option for a comprehensive [Employee Assistance Program](#).

- [Employer Enrollment Form](#)

LEGAL CONSIDERATIONS

Many organizations offer Legal & Financial Services through their EAP, either as part of their contract or an extra add-on service. Other resources are available nationally, like Legal Shield.



ADA Concerns regarding Mental Health from ADA Website:


The Equal Employment Opportunities Commission (EEOC) guidance notes that the ADA defines "mental impairment" as any "mental or psychological disorder, such as emotional or mental illness." Examples include "major depression, bipolar disorder, anxiety disorders (which include panic disorder, obsessive compulsive disorder, and post-traumatic stress disorder), schizophrenia and personality disorders."⁵ However, although some people with mental health impairments will have employment protection under the ADA, others will not. Even the fact that a person has a condition listed in the DSM does not automatically mean the person has a disability as defined by the ADA or the Americans with Disabilities Act Amendments Act (ADAAA). For example, according to the EEOC, though "the DSM-IV covers conditions involving drug abuse," the ADA says a person engaged in illegal drug use is not an "individual with a disability" when an employer takes action on the basis of that drug use.

The ADA and psychiatric disability in the workplace:

DEFINITIONS. The ADA defines disability as a physical or mental impairment that substantially limits one or more major life activities. When job applicants or employees have a mental health condition that meets this criteria, they have workplace rights under the ADA. The ADA Amendments Act of 2008 (ADAAA) recently broadened the definition of disability to provide legal protections against employment discrimination for more individuals with disabilities, including people with psychiatric disabilities.

RECORD OF PSYCHIATRIC DISABILITY. The ADA also prohibits discrimination against individuals who have a record (history) of a psychiatric disability or are regarded as having a psychiatric disability. This means, for example, that qualified individuals who have a history of psychiatric disability cannot be discriminated against just because of that history. Also, employers can't take actions (such as failing to hire, demoting or denying training opportunities) because they believe a qualified applicant or employee might have a psychiatric disability.

RIGHTS UNDER THE ADA. Applicants and employees with psychiatric disabilities have two main rights under the ADA. First, they have a right to privacy. Except when asking for an accommodation, they can choose whether to tell the employer about



their disability. Second, they have a right to a job accommodation unless this causes undue hardship for the employer.

Disclosing a psychiatric disability: Legal protections

DISCLOSURE IS A CHOICE. According to the ADA, employers can't require applicants or employees to disclose a disability (with a few exceptions described below). So, in most cases, disclosing a psychiatric disability is a choice, not a requirement. Individuals who choose not to tell about their mental health condition are not "lying" or "hiding." They are using a legally protected choice.

AFTER THE JOB OFFER. Once a job has been offered, applicants may be asked to take a medical exam before starting work. If this exam reveals a psychiatric disability, the job offer can only be withdrawn if there is evidence that the person won't be able to do the essential functions of the job without an accommodation and can't be reasonably accommodated or the disability poses a real safety issue.


ON THE JOB. Employees generally can't be required to disclose a psychiatric disability unless requesting a job accommodation. Then, the employer can ask for some medical documentation about the disability. This medical information can't be shared with others in the workplace.

FEDERAL CONTRACTORS. Employers who are federal contractors must invite applicants and employees to voluntarily self-disclose a disability. This information is only used to track the progress in meeting disability employment goals of the employer. It must be kept confidential and can't be shared with the manager or co-workers.

PRACTICAL POINTS: JOB ACCOMMODATIONS

Definitions

Accommodations are any change in the work environment or in the way things are customarily done that enables an individual with a disability to enjoy equal employment opportunities.⁵ Employers must provide reasonable accommodations to applicants and workers with psychiatric disabilities (and other disabilities) unless



this causes undue hardship. In most cases, individuals with diagnosed mental health conditions are covered under the ADA and have a right to job accommodations. Read the [EEOC Enforcement Guidance on the ADA and Psychiatric Disabilities](#) for more information.

- **FINDING AN ACCOMODATION.** Ultimately, the employer decides which accommodation will be used. But employees' should have a voice in this decision. Workers with psychiatric disabilities should think through what kind of accommodation they might need by asking themselves a few questions: How does my disability impact the main tasks of my job? What do I most need as far as support, equipment or changes in order to do these main tasks? Examples of accommodations for workers with psychiatric disabilities are:
 - **CONCENTRATION OR DISTRACTION ISSUES.** More frequent reminders of tasks and due dates; a quieter work environment; more frequent short breaks; work from home (if this doesn't cause undue hardship to the employer).
 - **MANAGING TREATMENT AND MEDICATION.** Flexible schedule to allow for appointments; more frequent breaks for medication; allow for use of water bottle during worktimes; part-time schedule until medication plan stabilizes.
 - **ANXIETY.** Use of white noise earphones; attend meetings remotely; work from home part-or full- time; exchange non-essential job tasks with another employee; change in management style of supervisor.
 - **ABOUT WORK-LEAVE.** A leave of absence is sometimes needed as an accommodation. But work-leave should be the accommodation of last resort. Whenever possible, workers with psychiatric disabilities should stay engaged in their jobs as much as possible.
 - **SUPERVISION.** Sometimes, workers with psychiatric disabilities ask to be given a different supervisor as an accommodation. Generally, employers are not required to change the supervisor in order to accommodate a worker with a psychiatric (or any other) disability. But employers can be required to change a supervisor's leadership practices as an accommodation. For example, a worker who has concentration issues might need a more structured supervisory style that involves more task reminders.

Use of EAP Formal/Mandatory Referral

- To offer support before terminating an employee
- Should coincide with internal practices, policies/procedures and proper documentation
- Consult legal counsel as needed

Parenting Resources

- Services offered through the EAP
- Region 6 Behavioral Healthcare: Mental Health (Adult and Youth).
 - In order to be eligible for Region 6 funding, consumers must meet clinical and financial eligibility criteria and must be a Nebraska resident and a U.S. citizen/Qualified alien. Phone: 402-444-6573 or 800-311-8717 Address: 4715 S. 132nd St. Omaha, NE 68137

Caring for the Caregiver

National Resources

- [Respect A Caregiver's Time \(ReACT\)](#)
- [Eldercare Calculator](#)
- [The National Alliance for Caregiving](#)
- [Caregiving at Home](#)
- [Caregivers Library](#)



EIGHT DIMENSIONS OF WELLBEING

*Erin Kinney, Housing Coordinator Team Lead & Corporate Wellness Director,
Fusion Medical Staffing*

Wellness in the workplace is more than physical fitness challenges and achieving health scores to bring down employer's health insurance costs. It's important at a workplace to view wellness as a holistic integration that fuels the body, engages the mind and nurtures the spirit of the employees both in and out of work. This can be done by representing the eight facets of wellness:



Social



Financial



Emotional



Occupational



Intellectual



Environmental



Physical



Spiritual

The following is an overview of each of these dimensions with some ideas on how to promote each of them and then specific actions that are shared by one company.

Emotional Wellbeing

This dimension relates to understanding feelings and effectively coping with stress. Emotional wellness encourages autonomy and proper decision making that lead to healthy interdependent relationships with others.

- Self-care
- Relaxation
- Stress reduction



Examples from Fusion Medical Staffing of Events or Challenges that were hosted to support this dimension:

- Lunch and Learn with Nicole Embree, a massage therapist and Naomi Adjei, Mental Health expert to talk self-care with lunch provided for all and free massage giveaway for 1.
- Treat Yourself Challenge: During this one-month long challenge, employees were asked to do one thing every week for themselves, use Headspace app at least two times that week, and engage in technology-free dinners everyday that month.

Occupational Wellbeing

This dimension is about finding enjoyment in occupational endeavors and appreciating personal contributions to find meaning and enrichment in life.

- Setting career goals
- Understand communication and conflict
- Mentorship



Examples from Fusion Medical Staffing of Events or Challenges that were hosted to support this dimension:

- Mentorship program for new hires
- Book club: Fusion provides a book and sign-up for a day/time in a group – weekly virtual call to talk about the book and whatever else!
- Mindset training for managers and leadership

Intellectual Wellbeing

This dimension is about expanding knowledge and keeping an open mind when encountering new challenges.

- Scholastic
- Cultural and community activities
- Hobbies



Examples from Fusion Medical Staffing of Events or Challenges that were hosted to support this dimension:

- Book club again!
- Virtual Tour of Great Plains Black History Museum
- Celebration of International Women's Day: Every female employee received a nonfiction book by various authors and received small gift cards to women-owned restaurants/coffee shops.

Financial Wellbeing

This dimension highlights learning to successfully manage finances. Learning how to maximize financial wellness can lead to reduced stress, anxiety and fear.

- Budgeting and goal setting
- 401k investing



Examples from Fusion Medical Staffing of Events or Challenges that were hosted to support this dimension:

- Financial Bootcamp: We bring in O!Financial for a 5-6 week (1 hr/wk) class – as an extra incentive, we give away \$100 to 3 people who attend all or all but 1 of the classes to go to a financial goal
- Our 401k provider meets 1-on-1 with all employees their first year and every year after and/or upon request
- We also incorporate financial goals in other monthly challenges

Environmental Wellbeing

This dimension inspires a lifestyle that is respectful to our surroundings and creates a positive interaction with nature and our personal environment.

- Energy Conservation
- Recycling
- Volunteering
- Nature experience (hiking, walking, camping)



Examples from Fusion Medical Staffing of Events or Challenges that were hosted to support this dimension:

- Habitat for Humanity
- Park cleanups
- On site recycling at the office
- Walking trail signs for areas near our office
- On-site CPR and First Aid training

Social Wellbeing

This dimension highlights growing and fostering networks through effective and comfortable social interactions. This allows you to develop strong relationships with not only your peers but also in a personal setting. Positive social networks increase self-esteem and are critical to building emotional resilience.

- Joining clubs or organizations
- Cultural opportunities in the workplace (wellness committee challenges)
- Spending time with friends and family



Examples from Fusion Medical Staffing of Events or Challenges that were hosted to support this dimension:

- Various other wellness challenges throughout the year
- Fusion's "Fitness" Frenzy: a month long event where we "exercise" body, mind and spirit through fun events: Warrior Walk, lunch and learn, water balloon fights with free Kona Ice, egg toss, knock out, park clean up, trivia, week long push up challenge, yoga, guided meditation, etc.
- Canned food and diaper drives
- Volunteering at Steven's Center
- Volunteering at QLI
- Annual golf outing where the company donates to MSForward

Spiritual Wellbeing

This dimension highlights developing a set of values and brings meaning and purpose in day-to-day life. Finding personal faith, values, ethics and/or morals, through relaxation, religion and/or meditation.

- Practicing acceptance
- Find a religious faith that you align with
- Explore inner-self
- Spend time meditating or practice mindful relaxation



Examples from Fusion Medical Staffing of Events or Challenges that were hosted to support this dimension:

- Lunch and Learns
- Free Headspace subscription for all internal employees
- Community events/volunteering/food drives
- Christmas gifts for families, partnering with Angels Among Us
- Warrior run/walk: This is a 5k run or 1 mile walk to raise awareness around the stigma of mental health, partnering with The Collective for Hope
- On site yoga instructor free to internal employees

Physical Wellbeing

This dimension is about strengthening and maintaining the body and seeking care when needed. Helping to feel more energy and reducing the risk of stroke or disease.



- Activity
- Nutrition
- Dental care
- Regular checkups/biometric screenings
- Mental wellbeing
- Sleep

Examples from Fusion Medical Staffing of Events or Challenges that were hosted to support this dimension:

- On-site gym with access to a personal trainer, spin/yoga instructors, use of Peloton log in with spin bikes provided
- Warrior run/walk: a 5k run or 1 mile walk to raise awareness around the stigma of mental health, partnering with The Collective for Hope
- Free on-site biometric screenings at our annual Health Fair at the office
- Free Headspace subscription to all internal employees
- Weight loss challenges or weight maintenance challenges
- Step challenge, promoting The Wellpower Movement

continued

Continued Examples from Fusion Medical Staffing of Events or Challenges that were hosted to support this dimension:

- Water consumption challenge
 - Sleep/stress lunch and learn
 - Walking trail signs for areas near our office
 - Free healthy snack options in the office (grab and go bars, oatmeal, fruit)
 - Lunch and learn with nutritionist (recommend Positive Nutrition of Omaha)
- Signage in break rooms showing [My Plate](#) recommendations

DEEP DIVE: PROMOTING PHYSICAL WELLBEING AT THE WORKPLACE

Physical wellness is to maintain a healthy quality of life that allows one to get through day-to-day activities without undue fatigue or physical stress. Optimal physical wellness is met through a combination of movement/exercise and diet/healthy eating habits.

Tips and suggestions for optimal physical wellness with ideas for the workplace:

1. Daily exercise of 30 min or more

- Step/movement challenge
- MyFitnessPal - utilize free apps to create challenges
- Encourage participation in [The Wellpower Movement](#)

2. Adequate sleep

- Webinars or lunch and learns
- Sleep challenge – quiz on knowledge of adequate sleep and the benefits it provides with intent to walk away with actionable items employees can implement for better sleep, not feel bad because they didn't do well on the assessment
- Headspace - Promotion of apps like Headspace, they offer company links where employers can give yearly subscriptions to employees or have the option to purchase 1 month or 3 month subscriptions

3. Preventing injury (wearing seatbelts/helmets/other protective equipment)

- Lunch and learn

4. Recognizing early signs of illness and prevent diseases

- Biometric screening offering on worksite for free
- Monthly challenge to check blood pressure daily
- Kickbacks for attending and annual physical and/or dental check ups

5. Eating a variety of healthy foods/portion control

- Free healthy snack options in the office
- Lunch and learn with nutritionist (recommend Positive Nutrition of Omaha)
- Signage in breakrooms showing [My Plate recommendations](#)
- Challenge employees to log healthy habits including adequate portions of fruits/veggies/nuts and seeds every day for a month...bonus is drinking half your weight in ounces of water
- MyFitnessPal - utilize free apps to create challenges

6. Smoking Cessation

- Partial or full reimbursement for completion of a class
- Smoke free worksites
- Participate and promote public health observances such as American Cancer Societies Great American Smoke out or World Health Organization's World No Tobacco Day

7. Reaching/maintain healthy weight

- Weight loss challenges such as Maintain Don't Gain (extra incentive for weight loss) or Biggest Loser
- Month long physical challenges (30 min/day activities with ideas)
- Step Challenge
- MyFitnessPal - utilize free apps to create challenges
- Exercise equipment/trainers - Offer subsidies to gyms or provide on site gym/fitness area with cardio and weight equipment...or take it a step further and provide free onsite instructors/trainers, and/or enroll in Peloton for in office use

THANK YOU



The
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Get In Touch

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