



**TEXAS A&M
AGRI LIFE
EXTENSION**

It Pays to Promote Wellness

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The members of Texas A&M AgriLife will provide equal opportunities in programs and activities, education, and employment to all persons regardless of race, color, sex, religion, national origin, age, disability, genetic information, veteran status, sexual orientation or gender identity and will strive to achieve full and equal employment opportunity throughout Texas A&M AgriLife.



Ice Breaker

Introduce yourself:

- Name
- Title
- Name of employer
- Location
- Size/number of employees
- What you hope to accomplish from this training?

Working WELL 

Objectives

- Discuss the impact of unhealthy lifestyles.
- Describe a culture of health.
- Articulate the value and benefits of a worksite wellness program.
- Explain a value statement.

Working WELL 

Working Well Goals

- Educate on best practices to plan, implement, and evaluate a worksite wellness program
- Increase the number of Texas worksites adopting a wellness program
- Support worksites with resources and programs to plan a wellness program
- Promote a culture of health for employers



Worksite Wellness

A combination of:
educational
organizational
environmental activities

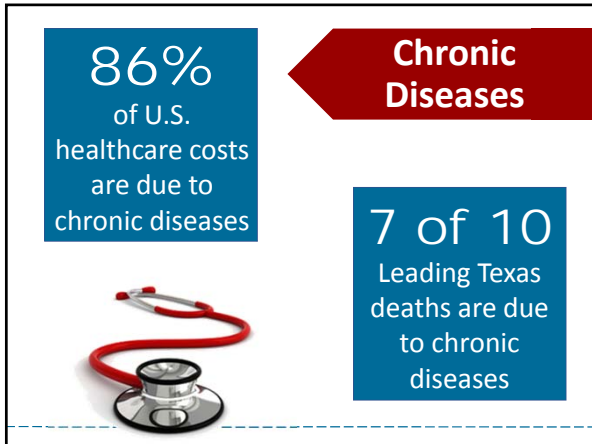


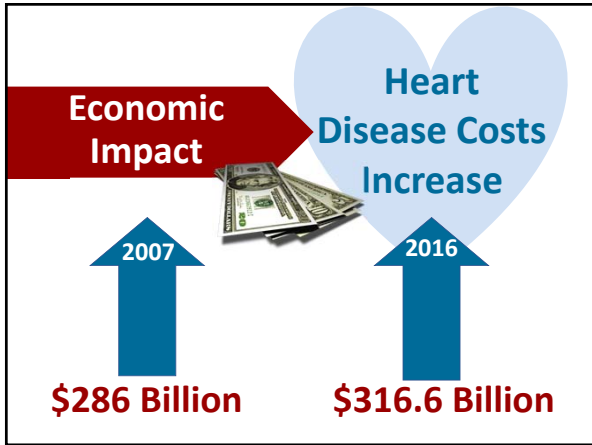
designed to **improve** the health and safety of employees and their families.



Does it pay to promote wellness?









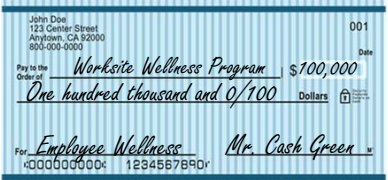
50%
of chronic diseases are due to lifestyle choices

It pays to prevent



Investing in Worksite Wellness

- Reduce employers' health-care costs
- Lower rates of illness and injuries
- Reduce employee absenteeism
- Increase employee productivity
- Improve employee morale



A Good Place to Work



- Weight reduction
- Improved physical fitness
- Increased stamina
- Lower levels of stress
- Increased well-being and self-esteem



Working WELL

Measuring Success

- Return on Investment (ROI)
 - Complicated to calculate
 - Not the only measure of success
- Other metrics:
 - Improved health and well-being of employees
 - Healthier work culture
 - Appropriate use of health care services







ORGANIZATIONAL CULTURE

Words in the cloud include: behavior, collective, important, support, career, skills, procedures, business, managers, knowledge, workpl, leadership, symbols, change, mission, mergers, goals, performance, professional, executive, accountable, growth, relationships, valuable, friendly, supportive, stomer, motivation, shareholders, meetings.

Time Spent at Work and Home



7.9 hrs. per day



3.1 hrs. per day

A Culture of Health

Individuals and their organizations are able to **make healthy life choices** within a larger social environment that **values, provides, and promotes options that are capable of producing health and well-being** for everyone, regardless of background or environment.¹



Levels of Change



Worksite Wellness: What Works?

A comprehensive wellness program consisting of five elements is the **most promising and a best practice**:

1. Health education
2. Supportive social and physical work environment
3. Worksite program integration into the organizational structure
4. Employee-assistance programs and other related programs
5. Screening programs



The Grand Challenge: Creating a Culture of Health

Does your worksite ...

... make the healthy choice the "default" option?


... value and promote a culture of health?

What is your story?









Write a Value Statement

Draft a value statement that answers the question: "Why a worksite health program for my employer?"

Share with your table.

Working WELL

Example

Employees at Green Thumb, Inc. will adopt healthy lifestyle behaviors and work in a safe, productive environment.

Working WELL



Organization Buy-in



Leadership Support


- Supports a culture of health
- Fosters employee support
- Promotes wellness practice
- Contributes resources and staff



Working WELL

Worksite Wellness Committee

- Members should include:
 - Management
 - Employees from different segments of the worksite
- Identify a wellness coordinator to manage the program



Working WELL

Worksite Wellness Committee Tasks

- Conducting a needs assessment
 - Employees' needs and interest
 - Worksite culture of health inventory
- Developing an action plan to implement health initiatives
- Partnering with community organizations to identify resources
- Providing fiscal oversight





Group Activity

- Which individuals at your worksite can you think of as being health-minded, or who is from different levels of your organization, who would be supportive of health-related activities?
- If you struggle with identifying possible wellness champions, how can you can build support?



Key Take-aways

- A culture of health promotes healthy choices at worksites
- Improving employee health adds value to your worksite
- A value statement explains why wellness is important to your worksite
- Organizational support is critical to program success