



## **Chat Transcript: Realtime Real Results Event**

13:34:09 - Marla Glauser:  
Cherry Hill, NJ

13:34:10 - Carrie Estrella:  
Manitowoc, WI

13:34:11 - Julia Miller:  
San Diego, CA

13:34:11 - Katie Keller:  
Rochester, New York

13:34:12 - Julie Yuhas:  
Lincoln, NE

13:34:12 - Blake Ingram:  
Atlanta

13:34:12 - Heidi Mason:  
Minnesota

13:34:12 - Janine Tracy:  
WI!

13:34:12 - Derek McBride:  
Omaha NE

13:34:13 - Jennifer Liddell:  
Southern California

13:34:13 - Sandra Rivas:  
South Florida

13:34:13 - Wendy Weaver:  
Florida

13:34:14 - Pam Stumbaugh:  
La Canada, California!

13:34:14 - Carla Emery:  
Cleveland, Ohio



13:34:15 - Nereida Yanez:  
Hello from Sacramento, CA!

13:34:15 - Monique Houston:  
Chicago

13:34:15 - Kristi Brooks:  
Tualatin, OR

13:34:15 - Amy Butters:  
WI

13:34:15 - Rachel Bozich:  
Tampa, FL

13:34:15 - Heidi Freytag:  
Pittsburgh PA

13:34:15 - Jameka Character:  
Joining from Atlanta, GA

13:34:15 - Kris Haugen:  
Kris MN

13:34:15 - Heather Matthews:  
Keizer, OR

13:34:16 - Becky Withstandley:  
Stuart FL

13:34:16 - Trish Isaak:  
Portland, OR

13:34:16 - Mettie Spiess:  
Mettie Spiess from Florida! : )

13:34:16 - Brandon Felton:  
Brandon Felton, Chicago

13:34:16 - Helen Dominy:  
canton, NY

13:34:16 - Saurabh Singh:  
College Station, TX



13:34:16 - Rachel Zewe:  
Orlando, FL

13:34:16 - Amanda Hesser:  
Eagle River, Alaska

13:34:16 - Ezeka Geddes:  
Brampton ON Canada

13:34:17 - Melissa Bondy:  
Springfield, Missouri

13:34:17 - Janelle Sandene:  
Madison, WI

13:34:17 - Becky Doell:  
WI

13:34:17 - Sarah Collins:  
Boston MA

13:34:17 - teri hecker:  
Milwaukee WI

13:34:17 - Tina Sergakis:  
Salt Lake City, UT

13:34:17 - Maarika Arget:  
Toronto, ON

13:34:17 - Denise Abel:  
Alaska

13:34:17 - Kelsey Lang:  
Omaha, NE

13:34:17 - Mary Withee:  
Maine

13:34:17 - Elyse McKenna:  
Seattle, WA

13:34:17 - Tami Gilbert:  
Chicago, IL



13:34:17 - Gloria Mireles Barrera:  
Houston, TX

13:34:17 - Rachel Savieo:  
Fishers, IN

13:34:18 - Andrea Osman:  
St Louis, MO

13:34:18 - Sarita Loehr:  
From Albuquerque, NM

13:34:18 - Ashley Dearth:  
WI

13:34:18 - Gretchen Lindahl:  
La Crosse, WI

13:34:19 - Stacy Crook:  
Chicago

13:34:19 - Lori Thomas:  
Hello from Papillion, NE!

13:34:19 - Amy Upp:  
Columbus OH

13:34:19 - Shelly:  
Lincoln, Ne

13:34:19 - Carla Lopez:  
South Texas

13:34:19 - Sandi Carter:  
Indianapolis

13:34:19 - Meredith McGilvray:  
New Hampshire

13:34:19 - Kris Drake:  
Joplin MO

13:34:20 - Nestor Lopez:  
San Francisco



13:34:20 - Caitlin Kennally:  
Philly

13:34:20 - Susan Mountain:  
St. Paul MN

13:34:20 - Alysia Townsend:  
Lee's Summit, MO

13:34:20 - Leslie Edwards:  
Philadelphia

13:34:20 - Suniti Mujumdar:  
Lexington KY

13:34:20 - Amy Brandsma:  
Colorado

13:34:20 - karen peters:  
Tucson Az

13:34:20 - Lynnette Imus:  
San Jose, CA

13:34:20 - Christie Tokar:  
Fredericksburg, Virginia!

13:34:21 - Rachele Manning:  
Natick, MA

13:34:21 - Cheryl Williams-Meggett:  
Queens NY

13:34:21 - Demetria Manning:  
Chicago, IL

13:34:21 - Kristen Voigt:  
Palmer, Alaska

13:34:21 - Jacqueline Rodriguez:  
Hello - Berea, Ohio

13:34:22 - Rob Dickinson:  
Traverse City, MI



13:34:22 - kelsi harkins:  
arkansas

13:34:22 - Benita Johnson:  
Texas

13:34:22 - Angel Kellman:  
Nashville, TN

13:34:22 - Sharon Morfeld:  
St. Louis

13:34:22 - Chris Zolnierok:  
Chicago

13:34:23 - Judith Camlin:  
New York City

13:34:24 - Bethany Bullard:  
Pennsylvania

13:34:24 - Kerie Thoma:  
Little Falls, MN

13:34:24 - Pat Maurer:  
Tallahassee, FL

13:34:24 - Nancy Lantz:  
Nancy from North Dakota

13:34:26 - CHERIE HANSON:  
MN

13:34:26 - Theresa Cross:  
Theresa Portland OR

13:34:26 - Eva Garcia:  
Minneapolis MN

13:34:27 - Ali Waelchli-Brooks:  
Glendale, AZ

13:34:27 - Rob Rieder:  
Long Island NY



13:34:27 - Roberta Carducci:  
Columbus oh

13:34:27 - Faithann Sheesley:  
Brookfield, WI

13:34:27 - Kristin Hubertus:  
Menasha WI

13:34:27 - Jennifer Lechman:  
CT

13:34:28 - Sandy Campbell:  
Neenah, WI

13:34:31 - Mandi Bottomley:  
Milwaukee, WI

13:34:32 - Maria Falcone:  
Huntington Beach CA

13:34:32 - Marie-Josee Nucci:  
Montreal canada

13:34:32 - Jeremy Gehle:  
Staplehurst Nebraska

13:34:33 - Stacy Ross:  
Brillion WI

13:34:39 - Dawn Mazurek:  
Chattanooga, TN

13:34:41 - Susanna Henry:  
MA

13:34:42 - Marissa Kalkman:  
Milwaukee, WI

13:34:43 - Michelle Davis:  
NYC

13:34:43 - Lyta Hamm:  
Vallejo CA in SF Bay area



13:34:45 - Cheryl Clarke:  
Philadelphia, PA

13:34:47 - Jean Atherly:  
Jean - Montana

13:34:47 - Kimberly Wachs:  
Brookfield, WI

13:34:54 - Lois Walden:  
Reisterstown, Maryland

13:34:55 - Penny Collins:  
Tennessee

13:35:16 - Abbie Roy:  
College Station, TX

13:36:14 - Angel Prescott:  
Toronto, Ontario, Canada

13:37:41 - laurie duncan:  
Montana

13:38:07 - Ron Kim:  
Washington, the evergreen state

13:43:53 - Lori Thomas:  
WELCOA toolkits for return to work:  
<https://www.welcoa.org/resources/navigating-the-return-to-work-post-pandemic/>

<https://www.welcoa.org/resources/10-employee-resources-for-navigating-the-return-to-work-post-pandemic/>

13:44:42 - Martha Hagmaier:  
Love the idea of bracelets!

13:45:28 - Edwina Larson:  
buttons would be good, reusable

13:45:40 - Sheri Meyer:  
Texas





13:46:12 - Maryam Sharifzadeh:

Agree with Candice that trusting employees is huge in working out a hybrid schedule 🙌  
Also love the bracelets!

13:49:26 - Mettie Spiess:  
Great points Israel!

13:49:39 - Susan Mountain:  
Can you repeat in chat how the bracelets are used please. Thanks.

13:49:44 - Martha Hagmaier:  
+1!

13:51:02 - Candice Schaefer:  
<https://www.boxwoodrose.com/social-distancing-wristband-kits>

13:51:33 - Sara Martin:  
This question was specifically asked by Momoko--thanks so much for your question!  
Just using first names to keep everyone's privacy--please let me know if you'd like for me to  
not mention your name at all. : )

13:54:12 - Katie Keller:  
Love the idea of 1:3:1!

13:55:37 - Maggie Gough:  
<https://www.welcoa.org/resources/employee-needs-interest-survey/>

13:55:57 - Lori Thomas:  
Check out WELCOA's Employee Needs and Interest Survey as a useful tool to help you  
collect information and take action in your organization.  
<https://www.welcoa.org/resources/employee-needs-interest-survey/>

14:00:10 - Sara Martin:  
1. Identify the common pain  
2. Clearly set the expectation of what you are trying to achieve  
3. Define the common ground

14:00:16 - Derek McBride:  
awesome conversation starters

14:01:09 - laurie duncan:  
Will non-members be able to explore some of the Welcoa resources you are describing?



14:03:13 - Sara Martin:

Here are some resources (free and members-only) for navigating decisions about vaccines

1. <https://www.welcoa.org/blog/mandate-covid19-vaccines/>
2. <https://www.welcoa.org/blog/eeoc-releases-guidance-for-mandating-covid19-vaccines-by-employers/>
3. <https://www.welcoa.org/resources/covid-19-vaccine-toolkit/>

14:05:07 - Maggie Gough:

<https://www.welcoa.org/resources/health-promotion-professional-toolkit>

This toolkit contains Assertive Language tactics and Listening tactics.

14:06:55 - Uthona Mikrut:

What peer support training program did you use @Candice Schaefer?

14:07:54 - Lori Thomas:

WELCOA Resources for Burnout and Resilience:

1. <https://www.welcoa.org/resources/burnout-resilience-workplace/>
2. <https://www.welcoa.org/resources/2021-resilience-survey-infographic/>
3. <https://www.welcoa.org/resources/quick-guide-decrease-burnout-build-resilience/>
4. <https://www.welcoa.org/blog/forget-stress-management-the-future-of-work-requires-resilience/>

14:08:31 - angie betz:

I am a member to WIWC, can we access the links above for COVID tool kit?

14:08:57 - Maggie Gough:

Yes WIWC members have access to the WELCOA Portal

14:10:32 - Martha Hagmaier:

Mental Health First Aid - peer support program available to id and direct employees to resources

14:10:43 - Uthona Mikrut:

agree!

14:18:03 - Lori Thomas:

<https://www.welcoa.org/resources/social-determinants-of-health/>

14:19:18 - Stacy Crook:

I totally agree, Israel!

14:21:31 - Kristen Hadeed:

Two resources our team has created for Team Time and Quarterly Reviews. You can put \$0 and download for free!



14:21:34 - Kristen Hadeed:

1. Team Time: <https://gumroad.com/l/KMRmQ>
2. Facilitator's Guide to Quarterly Reviews: <https://gumroad.com/l/wfuAO>

14:26:04 - Maggie Gough:

The great resignation/migration.

14:27:00 - Stacy Crook:

Yes Kristen! I had this great revelation as well. I had to re-evaluate my priorities.

14:27:01 - Martha Hagmaier:

Love that Kristen - Calm Concept we need to ask ourselves

14:27:31 - Cynthia Crosthwaite:

LOVE THAT!

14:28:16 - Amy Schultz:

Kristen, what were the words you just used? Work doesn't take away - life????? I wanted to write it down. Thank you

14:28:26 - angie betz:

Our CEO at Advocate Aurora used a phrase during the pandemic, "calm over chaos, faith over fear" which I think was a really awesome phrase!

14:28:42 - Kristen Hadeed:

The goal is that work doesn't take us away - life...work works WITH life: )

14:28:51 - Amy Schultz:

Thank you.

14:28:57 - Stacy Crook:

Bring on the RAIN

14:29:11 - Collette Croylr:

the comment about work fitting into our lives is fantastic.

14:29:19 - Suniti Mujumdar:

Can you define RAIN again?

14:30:10 - Sarah Collins:

Tara Brach's website has this info on RAIN

14:30:14 - Kristen Hadeed:

If you want to stay in touch, my team and I are here to help! [www.kristenhadeed.com](http://www.kristenhadeed.com)



14:30:28 - Lori Thomas:

Recognize  
Allow  
Investigate  
Nurture

14:31:05 - Lyta Hamm:

Public health best practice is that so much health and illness prevention can be done by changing environments! (not always programs)

14:31:09 - Lyn Fioravanti:

RAIN is - Tara Brach

14:32:16 - laurie duncan:

RAIN, Tara Brach site, <https://www.tarabrach.com/rain/>

14:32:34 - Lori Thomas:

Your organization is unique - your wellness strategy should be as well. Complete the WELCOA Checklist to discover what your organization needs to implement a successful wellness strategy, fit specifically for your employees!

<https://www.welcoa.org/get-started/checklist/>

14:32:41 - Stacy Crook:

Thank you for this awesome conversation!

14:32:46 - Cheryl Clarke:

thank you all!

14:33:07 - Maha Daoud:

Thank you all!

14:33:08 - Sara Martin:

<https://www.welcoa.org/blog/why-traditional-health-still-matters/>

14:34:42 - Kourtney Bassett:

Sara, can you repeat the statement that you made earlier about WELCOA's stance on not adding more to our employees plates.

14:35:51 - Lori Thomas:

WELCOA Resources for Care-Givers:

1. <https://www.welcoa.org/resources/quick-guide-self-care-caregivers/>
2. <https://www.welcoa.org/resources/quick-guide-helping-employees-caregiving-roles/>

14:36:38 - Sara Martin:

Learn more about Wellview: <https://www.wellviewhealth.com/>



14:50:31 - Sara Martin:

[sales@wellviewhealth.com](mailto:sales@wellviewhealth.com)

[James@wellviewhealth.com](mailto:James@wellviewhealth.com)

14:51:42 - Rachele Manning:

This was fantastic!

14:52:03 - Ali Waelchli-Brooks:

this was great - thanks!!

14:52:12 - Adam @WELCOA:

Please take a few minutes to give us your feedback on WELCOA's Special Event:

<https://www.surveymonkey.com/r/20210623-event-realtime>

14:53:36 - James @ Wellview:

A pleasure to be with you all!