



WELCOA\*  
SPECIAL EVENT

## KEY AUDIENCE TAKEAWAYS

# New Research: Best Practices for Workplace Wellness

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### INSPIRATION FROM THE CHAT

- » Embrace the idea of health and well-being as a business strategy.
- » If not in 2022 after the pandemic, then when?
- » Employees create the culture and HR/leadership creates programs to support that culture.
- » Culture is a lot about how people communicate, how they make decisions, how they react, and respond.



### COMMON STRUGGLES WITH SURVEYING EMPLOYEES

- » It's difficult to get employees surveyed due to leadership not passing it on or being solely focused on safety.
- » It can be difficult reaching all employees and not just the group of the most engaged employees.
- » It can be difficult to engage employees who are working remotely and feel disconnected from wellness initiatives.



### SOLUTIONS TO STRUGGLES WITH SURVEYING EMPLOYEES

- » Use focus groups to get relevant data without sending mass surveys
- » [Stay interviews](#) that are tailored to your organization
- » [NIOSH's model](#) of total worker health
- » Attend team meetings
- » Participation incentives
- » In large organizations, ask managers and supervisors to act as the distributor of the survey to provide familiarity to the employees
- » Attend manager meetings to train and educate managers on prioritizing wellness
- » Incentivize annual health surveys by offering a personalized health report as a deliverable
- » Offer designated time for employees to sit down and complete surveys



### IDEAS FOR ENGAGING REMOTE EMPLOYEES IN WELLNESS PROGRAMS

- » Virtual fairs and activities (i.e. art therapy, cooking classes) through vendors
- » Offer initiatives that are applicable to a remote work lifestyle and include families
- » Make recordings of wellness events/webinars accessible



### IDEAS FOR SUPPORTING EMPLOYEES WITH CHILDREN

- » Reimburse for childcare
- » Partner with local YMCA's to offer scholastic support programs at a subsidized rate
- » Create a childcare support/concierge position to handle the administration of childcare support, research offerings, and funding options
- » Promote EAP information and referral resources for families



### THOUGHTS ABOUT VENDORS

- » Vendor products should support your well-being initiatives, but not be the entirety of your initiative



### THE STIGMA OF THE TERM "MENTAL HEALTH"

- » Consider using "[Emotional Well-Being](#)" or "[Brain Health](#)" instead



### RESOURCES FOR GOVERNMENT AGENCIES NEEDING FUNDS FOR WELLNESS INITIATIVES

- » Nichelle Slavens provided her email address and offered her support: [nslavens@tulsa-health.org](mailto:nslavens@tulsa-health.org)



### WELCOA AND RETURNS ON WELLBEING RESOURCES THAT WERE MENTIONED

- » [Membership](#)
- » [Resources](#)
- » [Toolkits](#)
- » [Checklist](#)
- » [Well Workplace Awards](#)
- » [What it Takes to Elevate Well-Being Blog](#)
- » [Why Our Well-Being Baseline is Dignity, Respect, and Access Blog](#)
- » [The Internal Workplace Wellness Evaluation Plan](#)
- » [Opportunities for Influence and Culture Change Reference Guide](#)
- » [CEO Support for Well-Being Training](#)
- » [Workplace Wellness Organizational Identity Audit & Facilitation Guide](#)
- » [Best Practices Study](#)