

WELCOME TO THE WASHINGTON COUNTY WORKSITE HEALTH PARTNERSHIP QUARTERLY MEETING

Topic: Social Wellbeing at the Workplace

Living**Healthy**

Washington
County

ship
statewide health
improvement partnership



Today's Agenda

- Introductions & Ice Breaker
- Benefits of Social Wellbeing in the Workplace
- Programs/Activities to Increase Social Connection at Work
- SHIP Updates
- Networking



State your name, title &
organization.

How has your organization
supported social
connection at work?

WHY

Why is Social Connection
Critical within the Workplace?



Why Social Connections are Beneficial to Health & Wellbeing

- Reduces the physiological impacts of stress – lower levels of cortisol & other stress hormones.
- Leads to better immune function, lower levels of inflammation, & improved cardiovascular health.
- Provides a sense of purpose and belonging – promotes mental and emotional stability.



Why Social Connections are Beneficial to Health & Wellbeing, cont

- Facilitates access to resources & information that can improve health.
- Influences health behaviors, such as diet, exercise, and adherence to medical advice.
- Experience higher levels of happiness & life satisfaction.

HOW

How Do We Achieve More Social
Connection at Work?

Team Building

- Escape Rooms: Use escape rooms to encourage problem-solving and teamwork in a fun, challenging environment.
- Team-building Games: Incorporate games like scavenger hunts, trust exercises, and team sports.
- Workshops on Communication: Conduct workshops focused on improving communication, conflict resolution, and collaboration skills.





Volunteering & Community Service

- Charity Runs or Walks: Participate in charity runs or walks as a team to promote both physical activity and social responsibility.
- Community Service Projects: Organize team volunteer activities such as cleaning up local parks, helping at food banks, or supporting local shelters.
- Fundraising Events: Plan events to raise funds for a cause, fostering teamwork and a sense of purpose.

Wellness Challenges

- Fitness Challenges: Set up team-based fitness challenges such as step counts, cycling miles, or gym visits.
- Healthy Eating Contests: Encourage teams to prepare and share healthy recipes, with prizes for the most creative and nutritious dishes.
- Mindfulness and Meditation: 30 Days of Mindfulness Challenge. Organize group meditation or yoga sessions to promote mental wellness and socializing.





Social Events

- Monthly Socials: Host regular social events like happy hours, game nights, book clubs, coffee cart, RAK activities, potlucks, bowling, snowshoeing.
- Birthday and Milestone Celebrations: Celebrate birthdays, work anniversaries, and other milestones with small gatherings or parties.

Lunch and Learn Sessions

- Health and Nutrition Workshops: Invite experts to provide workshops on topics like nutrition, stress management, and healthy living.
- Skill-building Workshops: Offer classes on non-work-related skills like cooking, painting, or gardening.
- Mental Health Awareness: Conduct sessions to raise awareness about mental health issues and provide resources for support.





Creative Activities

- Art and Craft Sessions: Host art classes, pottery workshops, or other creative activities where employees can unwind and express themselves.
- Music and Dance: Organize music jam sessions, dance classes, or karaoke nights for fun and relaxation.
- Team Cooking Classes: Plan cooking classes where teams can learn new recipes and enjoy a meal together.
- Breakroom puzzles

Outdoor Activities

- Nature Hikes or Walks: Organize regular group hikes or walks in nearby parks or nature reserves.
- Sports Tournaments: Create teams for sports like soccer, basketball, volleyball and pickleball.
- 5K Fun Runs and Walks
- Picnics and BBQs: Host outdoor picnics or BBQs where employees can relax and socialize.





Wellness Retreats

- Day Retreats: Arrange day-long retreats focusing on relaxation, team-building, and wellness activities.
- Weekend Getaways: Plan weekend wellness retreats that combine physical activities, relaxation, and team bonding.

Employee Recognition Programs

Team Recognition

- Group Wellness Activities: Reward teams with group activities like fitness classes, cooking workshops, or outdoor adventures.
- Healthy Competitions: Create team-based wellness challenges with recognition for the top-performing teams.
- Wellness Retreats: Plan team retreats focused on relaxation, wellness, and team-building.





Employee Recognition Programs, cont.

Public Acknowledgment

- Wellness Champion Awards: Recognize employees who consistently participate in wellness activities and promote a healthy lifestyle.
- Employee of the Month: Feature an employee of the month who exemplifies wellness values in a company newsletter, on the intranet, or during meetings.
- Shout-outs and Social Media Recognition: Publicly acknowledge achievements in wellness on the company's social media platforms or internal communication channels.

Wellness Committees

- Wellness Ambassadors: Designate committee members as wellness ambassadors to promote activities and encourage participation within their departments.
- Diverse Representation: Ensure the committee includes representatives from various departments and levels within the organization to reflect a wide range of perspectives and needs.
- Team Challenges: Develop and oversee team-based wellness challenges that promote physical activity, healthy eating, and mental well-being.
- Committee Training: Provide training for committee members on wellness topics, program management, and leadership skills.





Open Communication Channels

Regular Wellness Newsletters

- Monthly Updates: Share wellness events, tips, and success stories.
- Employee Contributions: Include articles or recipes from employees.

Wellness Intranet Portal

- Information Hub: Centralize wellness resources and event calendars.
- Discussion Forums: Enable wellness-related discussions and support.

Open Communication Channels, cont

Feedback Mechanisms

- Surveys and Polls: Regularly gather feedback on wellness initiatives.
- Suggestion Boxes: Provide physical or virtual boxes for anonymous input.

Wellness Committee Meetings

- Open Invitation: Allow all employees to attend and provide input.
- Rotating Participation: Ensure diverse perspectives through rotating attendance.





Open Communication Channels, cont

Anonymous Communication Channels

- Anonymous Surveys: Encourage honest feedback.
- Confidential Email/Hotline: Offer a confidential way to share concerns.

Employee Focus Groups

- Targeted Discussions: Use focus groups for detailed feedback.
- Regular Sessions: Continuously improve based on input.

Open Communication Channels, cont

Open Door Policy

- Access to Leadership: Encourage approaching managers with ideas.
- Scheduled Office Hours: Set times for wellness discussions.

Peer Support Networks

- Wellness Ambassadors: Designate contacts within departments.
- Buddy Systems: Pair employees for mutual wellness support.

Regular Check-ins





Diversity and Inclusion Initiatives

Culturally Inclusive Activities

- Diverse Workshops: Offer workshops on wellness practices from various cultures.
- Cultural Celebrations: Integrate wellness activities into cultural events, such as dance classes and cooking demos.

Inclusive Communication

- Multilingual Resources: Provide wellness materials in multiple languages.
- Diverse Representation: Use inclusive images and examples in wellness communications.

Diversity and Inclusion Initiatives, cont.

Customized Wellness Programs

- Personalized Plans: Offer wellness plans that consider cultural and personal preferences.
- Flexible Options: Provide a variety of wellness activities to cater to different interests and abilities.

Diverse Wellness Committees

- Inclusive Membership: Ensure the wellness committee includes members from diverse backgrounds.
- Subcommittees: Create subcommittees focused on diversity and inclusion initiatives.





Diversity and Inclusion Initiatives, cont.

Educational Initiatives

- Diversity Training: Incorporate diversity and inclusion topics into wellness education sessions.
- Bias Awareness: Offer workshops on recognizing and addressing unconscious bias in wellness.

Supportive Policies

- Inclusive Policies: Develop policies that support diverse health needs and religious accommodations.
- Flexible Work: Provide flexible work options to support diverse needs

Diversity and Inclusion Initiatives, cont.

Mental Health Support

- Culturally Competent Counseling: Offer access to culturally competent mental health professionals.
- Support Groups: Create support groups for specific communities, such as LGBTQ+ employees or people of color.

Community Involvement

- Partnerships: Partner with organizations that support diverse communities.
- Volunteering: Organize volunteer activities that promote health in diverse communities.



Diversity and Inclusion Initiatives, cont.

Healthy and Diverse Food Options

- Diverse Menus: Offer healthy food options that cater to different cultural dietary preferences.
- Nutrition Workshops: Provide workshops on nutrition that include diverse culinary traditions.

Feedback and Continuous Improvement

- Inclusive Feedback: Create channels for diverse employee feedback.
- Regular Assessments: Conduct assessments to ensure the wellness program meets diverse needs and make adjustments based on feedback.





Washington County SHIP Updates

- SHIP Partner projects will open later this month; projects must be completed by October 31st, 2024
- Organizations may apply for up to \$5,000 to work on one of the following focus areas of workplace wellness:
 - Tobacco Cessation
 - Breastfeeding Support
 - Mental Wellbeing
 - Physical Activity
 - Healthy Eating
- Project proposal guidelines and forms will be sent out next week
- A new funding cycle will start on Nov 1, 2024 with more partner project opportunities then!

Thank you!
Any questions?

kkeykal@advantagehealth.com

612-823-4470 (ext. 1)

LivingHealthy

**Washington
County**