



# Corporate Wellness

Exploring the Benefits of Providing a Wellness Program  
Within Your Company



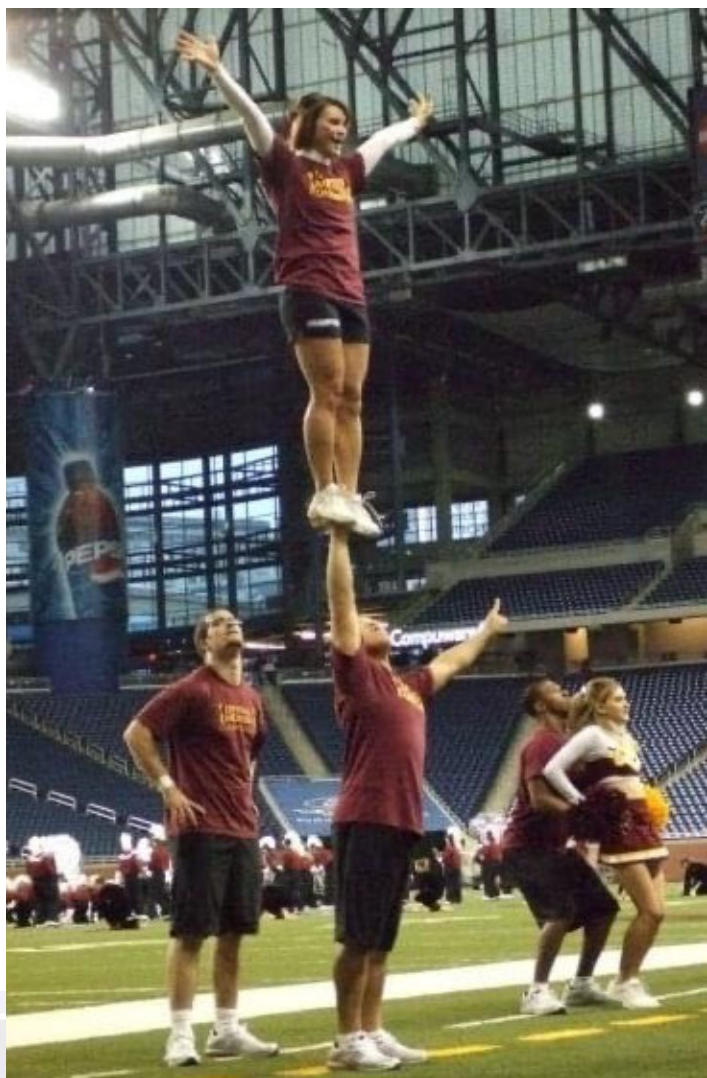




## A little bit about me















## What Does “Wellness” Mean to You?

- Wellness is:

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## Wellness Definition

- The World Health Organization defines wellness as, "...a state of complete physical, mental, and social well-being, and not merely the absence of disease or infirmity." Any number of daily occurrences, situations or events can affect one's ability to be happy and healthy. Simply put, wellness is an intentional, active process of trying to improve one's overall quality of life.
- To best optimize wellness and happiness, we are encouraged to focus on the eight dimensions of wellness.



## 8 Dimensions of Wellness

1. Emotional

2. Environmental

3. Financial

4. Intellectual

5. Occupational

6. Physical

7. Social

8. Spiritual





# Emotional Wellness



## Definition:

Emotional Wellness The emotional dimension recognizes awareness and acceptance of one's feelings. Emotional wellness includes the degree to which one feels positive and enthusiastic about one's self and life.

## Why is it important in Corporate Wellness?

Ignoring the emotional wellness of employees can have serious repercussions for your business. An unhappy and emotionally ill employee can directly affect your company on several levels. If the emotional health of employees is not taken care of, it can cause stress-related **burnout** in employees.



# Environmental Wellness



## Definition:

Environmental wellness is having good health by occupying pleasant, stimulating environments that support well-being. It promotes interaction with nature and also creating an enjoyable personal environment (both in and out of your workspace).

## Why is it important in Corporate Wellness?

Changes in temperature settings, workspace and noise distractions all have physiological effects on people and change the way they may work. In lab studies performed at the Mayo Clinic, researchers have found that increasing temperature from the mid-70s to the low-80s negatively impacted participants' ability to complete simple math problems.





# Financial Wellness



## Definition:

Financial wellness, put simply, is the ability to have a healthy financial life. It means your debts are payable and you have ample emergency, college and retirement funds. You're well prepared to handle any financial crisis.

## Why is it important in Corporate Wellness?

Money has been found to be the #1 stressor for American adults. A recent article in Forbes reported that 80% of employers felt that financial stress was lowering their employees' performance level. That financial stress is leading to depression, panic attacks, and sleepless nights, all of which cause costly distractions, increased absenteeism, reduced productivity and fuel high employee turnover-- adding up to cost companies some \$500 billion annually.



# Intellectual Wellness



## Definition:

Intellectual Wellness is the ability to open our minds to new ideas and experiences that can be applied to personal decisions, group interaction and community betterment. The desire to learn new concepts, improve skills and seek challenges in pursuit of lifelong learning contributes to our intellectual wellness.

## Why is it important in Corporate Wellness?

Intellectual wellness encourages learning and stimulates curiosity. Helping employees to expand their intellectual wellness can increase memory recall, concentration, critical thinking, and productivity. It can also improve one's sense of self worth. Employees who are being intellectually challenged and cared for will come to work with not only a willingness to learn new things but a desire to do so as well.



# Occupational Wellness



## Definition:

Occupational wellness represents the feeling of purpose and productivity in one's chosen profession. Engaging in work that is meaningful, enjoyable and aligns with personal values.

Occupational Wellness is also the ability to achieve a balance between work and leisure time.

## Why is it important in Corporate Wellness?

Occupational wellness focuses on our search for a calling and involves exploring various career options and finding where you fit. Because what we do for a living encompasses so much of our time, it's important for our overall well-being to do what we love and love what we do. When people are doing what they were meant to do, they deepen their sense of meaning and purpose and those are the most valuable employees to have.





# Physical Wellness



## Definition:

Physical wellness is the ability to maintain a healthy quality of life that allows us to get through our daily activities without undue fatigue or physical stress. Physical Wellness is also the practice of listening to and caring for your body for optimal health and functioning.

## Why is it important in Corporate Wellness?

Along with helping prevent disease, exercise improves brain function in a variety of ways. Research conducted at the University of Georgia concluded that exercising for even 20 minutes a day facilitates information processing and memory functions. Other studies confirmed that people who exercise have greater brain volume in parts of the brain associated with reasoning and executive function. The same studies found a direct correlation with exercise and better moods. So, any way you look at it, exercise will lead to healthier, happier, more productive employees.



# Social Wellness



## Definition:

Social Wellness is having positive connections with friends, family, co-workers, supervisors, and anyone else. Social Wellness focuses on the relationships you have with others and how you interact within them. It also means maintaining your health both inside and outside of those relationships.

## Why is it important in Corporate Wellness?

People who have healthy relationships, and a strong social network tend to live longer and respond better to stress. This reduction in stress and anxiety results in a healthier endocrine system, healthier cardiovascular functioning and an enhanced immune system.



# Spiritual Wellness



## Definition:

Spiritual wellness provides us with systems of faith, beliefs, values, ethics, principles and morals. Spiritual Wellness allows one to live a life consistent with his or her own beliefs and moral systems, while we establish our feeling of purpose and find meaning in life.

## Why is it important in Corporate Wellness?

People with good spiritual health typically display hope, a positive outlook, forgiveness/self-acceptance, commitment, meaning and purpose, a sense of self-worth, clear values, and feelings of peace. Other benefits of spiritual wellness include having compassion, the capacity for love and forgiveness, altruism, joy, and fulfillment.



# How Much Do “Unhealthy” Employees Cost Their Employer?

It's no secret that employees with sub-par health contribute to higher healthcare costs. One study found that employees in poor health accumulate healthcare expenses more than **three times greater** than their healthy co-workers.



All things considered, U.S. businesses incur costs to the tune of \$530 billion dollars per year that can be chalked up to unhealthy workers.  
A large portion of these costs stem from Absenteeism and Presenteeism.



## Presenteeism Vs. Absenteeism

- Absenteeism- When employees miss work altogether as a result of sickness
- Presenteeism- When employees come to work but function at a reduced capacity

**Which one costs companies more??**







## Presenteeism Vs. Absenteeism Continued

### Absenteeism

- The Integrated Benefits Institute, a nonprofit health and productivity research organization, did some research and found that employees miss 893 million days annually due to absenteeism – that's sick time, workers' compensation, disability and FMLA benefits.

### Presenteeism

- Meanwhile, presenteeism accounts for roughly 527 million lost work days.

**That's an  
ASTONISHING  
1.8 BILLION  
WORKDAYS**

**every single year that employers  
miss out on because their workers are  
under the weather.**

**In comparison it looks like Absenteeism costs companies more lost income annually. So why should we be more concerned about Presenteeism?**





# Measuring Success of a Wellness Program

- ROI – Financial indicators of a successful wellness program
- VOI – Much more difficult to measure indicators of success such as productivity, annual HRA's, preventive screening, overall employee feedback, etc.

ROI	VOI
Left brained	Right brained
Trainer centred	Client centred
Science	Art/humanistic
System	Organic
Financial Return	Value Creation
Goals	Values



# Starting A Wellness Program

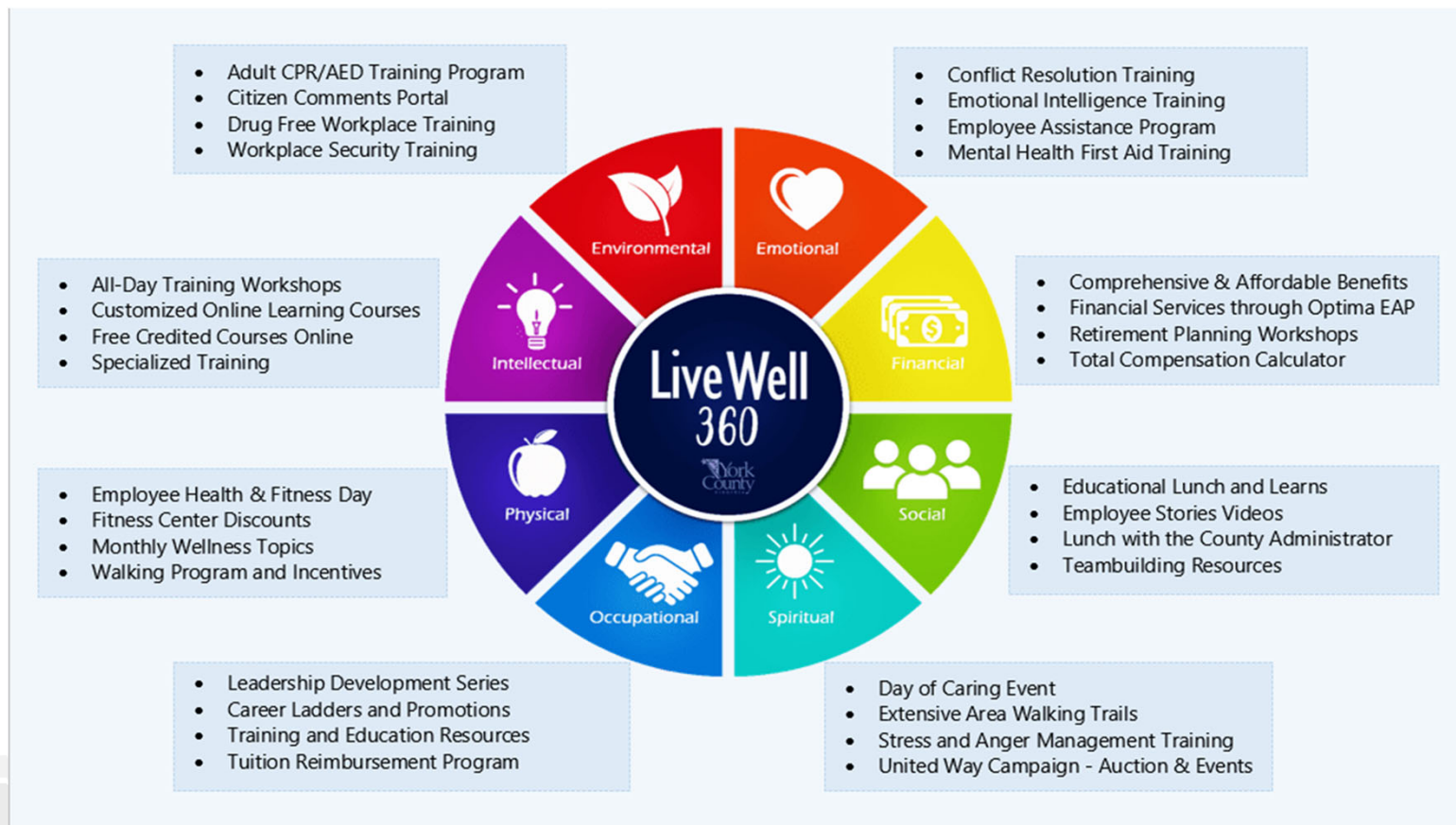
- Reduce employee health risks
- Improve employee job satisfaction
- Improve employee productivity
- Improve employee morale
- Attract or retain talented employees
- Improve employee energy levels at work
- Increase on-the-job safety
- Impact business performance and profitability
- Improve comradery and team effectiveness
- Reduce presenteeism
- Have fun

- Manage or reduce health care costs
- Reduce the number of sick days
- Manage/reduce disability claims
- Manage or reduce prescription costs





# Ways to Support Employee Wellness







# Questions?!

Thank you so much for your time!!