TriHealth Wellbeing

A Holistic Approach to Wellness and Productivity
Wellbeing

Today’s Objectives:

• **Differentiate** between wellness and wellbeing

• **Define** the 5 essential elements of wellbeing

• **Discuss** the business case for a workplace wellbeing program
Wellbeing is a general term for the condition of an individual or group; it’s the combination of:

- Our love for what we do each day
- The quality of our relationships
- The security of our finances
- The vibrancy of our physical health
- The pride we take in what we have contributed to our communities

It is about how these five elements interact.
“You have to count on living every single day in a way you believe will make you feel good about your life.”
Wellness vs. Wellbeing

- Wellness has become associated with physical health due in part to the passing of the Affordable Care Act
- Health contingent programs tied to achieving a health status goal (blood pressure, weight)
- Financial incentives may be tied to health coverage
Wellbeing

- Behavioral: Emotional
  - Purpose/Career: Liking what you do each day
  - Social: Having supportive relationships
  - Financial: Managing economic aspects of life to reduce stress
  - Community: Taking pride, being involved in where you live
  - Physical: Having good health and energy to accomplish daily tasks

NOTE: Adapted from Gallup Inc. Dimensions of Wellbeing
Purpose/Career Wellbeing

- Do you like what you do each day?
- Do you find what you do fulfilling and meaningful?

“Those with thriving Career Wellbeing have a deep purpose in life and plan to attain their goals.”
Purpose/Career Wellbeing

- Most influential of 5 elements of wellbeing
- Those with purpose/career wellbeing are twice as likely to thrive overall
- Do your employees like what they do every day?
“If one advances confidently in the direction of his dreams and endeavors to live the life which he has imagined, he will meet with a success unexpected in common hours.”
Social Wellbeing

- Existence of several close relationships
- Surrounded by people who encourage development and growth
- Spends time investing in social networks
- Makes time to strengthen relationships
“One of the most beautiful qualities of true friendship is to understand and to be understood.”
Financial Wellbeing

- Satisfied with overall standard of living
- Manages personal finances well
- Spends money wisely – lives below means
- Buys experiences that provide lasting memories rather than things
- Gives to others

“As a result of managing their money wisely, they have the financial freedom to spend even more time with the people whose company they enjoy most.”
Financial Wellbeing

No Financial Wellbeing =

increase in absenteeism and illness

+ loss of productivity
Warning signs that a financial wellbeing program is needed immediately:

- Loans against 401(k)’s
- Request for payroll advances
- Delay of retirement; people who want to retire but can’t common in manufacturing and construction
Theodore Roosevelt

“Do what you can with what you have, where you are.”
Physical Wellbeing

- Effectively manages health (e.g. Know Your Numbers, Manage Energy)
- Exercises regularly/physical activity
- Makes good dietary choices (e.g. nutrition/weight management)
- Gets enough sleep

“People with thriving Physical Wellbeing look better, feel better, and will live longer.”
• Sleep is not a priority for many.
• Lying in bed may be the first time we have to ourselves.
• Stress affects sleep.
• Sleep deprivation affects motor skills and reaction time; most dangerous for people handling heavy equipment or making critical decisions.
• Over time, we become limited in our ability to detect how sleepy we are.
“To keep the body in good health is a duty… otherwise we shall not be able to keep our mind strong and clear.”
Community Wellbeing

- Feels safe and secure in home and neighborhood
- Takes pride in community
- Gives back
- May be incorporated in purpose/career (e.g. missionary, clergy person)

“People with thriving Community Wellbeing have identified areas where they can contribute to their community based on their own strengths and passions.”

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“Every successful individual knows that his or her achievement depends on a community of persons working together.”
Supporting the Five Dimensions of Wellbeing

- Understanding the effect of stress
- Intention to create a healthier and more productive employee
- Assisting employees in measuring personal stress, strengths and personality type
- Supporting employees in improving current state of wellbeing
- Provide referrals to resources
Business Case: Investment in a Wellbeing Program

Employees who are thriving in the five dimensions of wellbeing are:

- 30% more likely to report a full recovery after an illness or injury or hardship
- Miss 41% less work as a result of poor health
- Are 81% less likely to seek a new employer in the next year
- Duke University Workers’ Compensation Study: overweight and obesity increases average workers compensation costs (Morbidly obese 7x cost of normal BMI)

Data from Gallup Research
Gallup

Annual per employee cost for lost productivity:

– Lowest Wellbeing Scores: $28,800
– Midrange Wellbeing Scores: $6,168
– Highest Wellbeing Scores: $840
Value on Investment: Outcomes

• Reduction in health risks
• Reduction in sick days
• Attract/retain talented employees
• Reduction in disability claims
• Reduction in presenteeism
• Improved employee satisfaction
• Increased production
• Decreased health care costs

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Outcomes cont.

- Improved morale
- Improved employee energy at work
- Improved daily health decisions
- Improved safety
- Improved coworker relationships/building camaraderie
- Improved business performance and profitability
Getting Started

WELCOA’s 7 Benchmarks of a Successful Wellness (Wellbeing) Program
7 Benchmarks of a Successful Wellness Program

1. Capture Senior Level Support

2. Create a Cohesive Wellness Team
   - Wellness committee should include all stakeholders – company decision makers, wellness vendor, insurance providers, benefits brokers, etc.
   - Wellness champions should include representatives from all levels and all departments

3. Collect Data
   - HRA, biometric screenings, employee interest survey, health care claims, workers comp claims, absenteeism

4. Craft an Annual Operating Plan
   - Mission/vision, overall goals, role clarification, timelines, budget, logo/brand, communication strategies

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5. Choose Appropriate Health Promotion Interventions  
   - Programs, program goals, incentives – what is valuable to the employees (gift cards, jeans day, lunch, etc.)

6. Create a Supportive Environment  
   - Wellness culture audit, enforce or create safety and/or other healthy policies, opportunities at work for employees to improve their lifestyle behaviors

7. Evaluate Your Outcomes  
   - Participation, satisfaction, changes in attitude/behaviors/risks, culture change, ROI, productivity/absenteeism

View the full report at:  
http://www.welcoa.org.freeresources/pdf/7cs_report.pdf
It’s Simple

Gallup Research has found that the single most important factor influencing employee engagement is whether they believe *their organization genuinely cares* about them and their wellbeing.
Abraham Lincoln

“Most folks are as happy as they make up their minds to be.”
Next Steps

• Evaluate your current resources

• Identify gaps

• Determine how a culture of wellbeing fits into your business strategy

• What can you do in 2016 to enhance the wellbeing of your employees?
Need Help? Have Questions?

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