

wellness at work ideas

Wellness at Work Ideas: Boosting Employee Well-being and Productivity

Feeling burnt out? Stressed out? Like your workplace is sucking the life out of you? You're not alone. Many employees struggle with burnout and decreased productivity due to workplace stress. But what if your workplace could be a source of rejuvenation and energy instead? This comprehensive guide explores a wealth of wellness at work ideas, offering practical strategies to boost employee well-being and unlock peak performance. We'll move beyond the usual corporate jargon and delve into actionable steps you can implement today to foster a healthier, happier, and more productive workforce. Get ready to transform your workplace into a wellspring of wellness!

I. Creating a Supportive Wellness Culture: The Foundation

Before diving into specific initiatives, it's crucial to establish a culture that values and actively supports employee well-being. This isn't just about offering perks; it's about a fundamental shift in mindset. Consider these foundational steps:

Open Communication: Encourage open dialogue about stress, burnout, and mental health. Establish clear channels for employees to voice concerns without fear of judgment. Regular check-ins with managers are crucial.

Lead by Example: If leadership doesn't prioritize wellness, employees won't either. Leaders should openly discuss their own wellness practices and encourage work-life balance.

Wellness Champions: Identify and empower employees who are passionate about wellness to become champions within the company. They can help implement programs and encourage participation.

Flexible Work Arrangements: Offering flexible hours, remote work options, or compressed workweeks can significantly reduce stress and improve work-life balance. This demonstrates a genuine commitment to employee well-being.

II. Practical Wellness at Work Ideas: Actionable Steps

Now let's explore some specific and effective wellness at work ideas you can implement:

Ergonomic Assessments: Provide ergonomic assessments and adjust workstations to prevent musculoskeletal issues. Investing in ergonomic chairs, keyboards, and monitors is a worthwhile investment in employee health.

Mindfulness and Meditation Programs: Offer guided meditation sessions, mindfulness training, or access to meditation apps. These practices can significantly reduce stress and improve focus.

Fitness Initiatives: Organize group fitness activities like yoga classes, walking clubs, or team sports. Subsidize gym memberships or offer on-site fitness facilities.

Healthy Food Options: Provide access to healthy snacks and beverages. Consider partnering with local businesses to offer healthy lunch options or catering healthy events.

Wellness Challenges: Organize fun and engaging wellness challenges to encourage healthy habits. These could involve step-counting competitions, healthy recipe sharing, or mindfulness challenges.

Stress Management Workshops: Offer workshops and training sessions on stress management techniques, such as time management, prioritization, and relaxation exercises.

Mental Health Resources: Provide access to employee assistance programs (EAPs) that offer confidential counseling and support services. Promote mental health awareness through training and open communication.

Regular Breaks: Encourage employees to take regular breaks throughout the day to avoid burnout. This could involve short walks, stretching exercises, or simply stepping away from their desks.

Social Events: Organize regular social events to foster a positive and supportive work environment. These could be team lunches, after-work gatherings, or volunteer opportunities.

Recognition and Appreciation: Regularly acknowledge and appreciate employees' contributions. A simple "thank you" can go a long way in boosting morale and motivation.

III. Measuring the Impact of Your Wellness Initiatives

It's important to track the effectiveness of your wellness at work ideas. Consider these metrics:

Employee Satisfaction Surveys: Regularly survey employees to gauge their satisfaction with wellness programs and identify areas for improvement.

Absenteeism and Presenteeism Rates: Monitor absenteeism and presenteeism (being at work but not productive) to assess the impact of wellness initiatives on employee health and productivity.

Productivity Metrics: Track key performance indicators (KPIs) to see if wellness programs correlate with improved productivity and efficiency.

Healthcare Costs: Monitor healthcare costs to see if wellness initiatives lead to a reduction in healthcare claims.

IV. Conclusion: Investing in Wellness, Investing in Success

Investing in employee wellness isn't just a nice-to-have; it's a strategic imperative. By implementing these wellness at work ideas, you can create a healthier, happier, and more productive workplace. Remember, fostering a supportive culture, offering practical resources, and measuring your impact are key to long-term success. A healthy workforce is a thriving workforce, and the return on investment in employee well-being is immeasurable. Start small, choose initiatives that resonate with your employees, and watch your workplace transform into a vibrant hub of energy and well-

being.

Frequently Asked Questions (FAQs)

Q1: How can I convince my employer to invest in wellness programs?

A1: Present a strong business case highlighting the potential ROI of wellness initiatives. Focus on reduced healthcare costs, increased productivity, and improved employee retention. Share data and research showcasing the positive impact of wellness programs on the bottom line.

Q2: What if my company is small and doesn't have a large budget for wellness programs?

A2: Even small businesses can implement effective wellness initiatives on a limited budget. Focus on low-cost options like walking meetings, mindfulness exercises, and team-building activities. Leverage free resources like online meditation apps or walking trails.

Q3: How can I encourage participation in wellness programs if employees aren't interested?

A3: Start by gauging employee interest through surveys or focus groups. Offer a variety of programs to cater to diverse interests. Promote the benefits clearly and make participation easy and accessible. Consider incentivizing participation with small rewards or recognition.

Q4: What if employees are hesitant to discuss mental health concerns at work?

A4: Create a safe and supportive environment where employees feel comfortable discussing mental health without fear of judgment. Train managers to recognize signs of stress and burnout and provide resources and support. Ensure confidentiality and emphasize the importance of seeking help.

Q5: How do I measure the success of my wellness programs beyond employee feedback?

A5: Track quantifiable metrics like absenteeism rates, healthcare costs, and productivity levels. Compare these metrics before and after implementing wellness programs to assess their impact. You can also analyze employee engagement levels through surveys and observation.

wellness at work ideas: Workplace Wellness that Works Laura Putnam, 2015-06-08 A smarter framework for designing more effective workplace wellness programs Workplace Wellness That Works provides a fresh perspective on how to promote employee well-being in the workplace. In addressing the interconnectivity between wellness and organizational culture, this book shows you how to integrate wellness into your existing employee development strategy in more creative, humane, and effective ways. Based on the latest research and backed by real-world examples and case studies, this guide provides employers with the tools they need to start making a difference in their employees' health and happiness, and promoting an overall culture of well-being throughout the organization. You'll find concrete, actionable advice for tackling the massive obstacle of

behavioral change, and learn how to design and implement an approach that can most benefit your organization. Promoting wellness is a good idea. Giving employees the inspiration and tools they need to make changes in their lifestyles is a great idea. But the billion-dollar question is: what do they want, what do they need, and how do we implement programs to help them without causing more harm than good? Workplace Wellness That Works shows you how to assess your organization's needs and craft a plan that actually benefits employees. Build an effective platform for well-being Empower employees to make better choices Design and deliver the strategy that your organization needs Drive quantifiable change through more creative implementation Today's worksite wellness industry represents a miasma of competing trends, making it nearly impossible to come away with tangible solutions for real-world implementation. Harnessing a broader learning and development framework, Workplace Wellness That Works skips the fads and shows you how to design a smarter strategy that truly makes a difference in employees' lives—and your company's bottom line.

wellness at work ideas: *The Work Wellness Deck* Landra Bickley Eliopoulos, 2021-08-31 Banish burnout with this deck of 60 easy-to-do-anywhere prompts that encourage sanity, serenity, and wellness in your place of work, wherever that may be. Burnout is common in today's work culture. Whether due to long hours, excessive workloads, or lack of work-life balance, we all know someone who has felt overwhelmed at work. Enter The Work Wellness Deck: 60 actionable suggestions that will restore a sense of well-being in the workplace and banish burnout once and for all. Packaged in a portable format, the deck is organized into three categories: REFRESH (mental health), FLOW (physical health), and CONNECT (work relationships). Prompts include office stretches that help your posture, breathing exercises to manage stress, a gratitude practice to focus on the positive, and networking ideas to build meaningful relationships. Individuals can keep the deck on their desk or in their bag, pulling a card to start the day or as a midday mindfulness break, teams can use the cards to set a group intention, and company leaders can distribute this deck to employees as a wellness perk. No matter how it's used, The Work Wellness Deck will help people in all industries build resiliency, improve productivity, communicate effectively, and forge connection—no matter where they work. BURNOUT IS COMMON: Whether you work from home and struggle to delineate work and personal time, or you work long hours at an office, it is common to feel overworked and overwhelmed at one point or another. The Work Wellness Deck is an effective tool in preventing and/or diminishing feelings of burnout. PERFECT FOR COMPANIES: Small businesses, company leaders, and HR reps in every industry—tech, finance, healthcare, law, media, nonprofits, retail, and more—can distribute this deck to their employees as a way to encourage them to prioritize their health and wellness. LITTLE-PUBLISHED SLICE OF WELLNESS: Wellness is a huge trend, but beyond self-help books on the topic, there isn't much accessible publishing on wellness in the workplace. This one-of-a-kind format is practical but still giftable, and fills that gap. Perfect for: • People who work and want to prioritize their own wellbeing • Anyone who feels burned-out • Job-changers • New graduates • HR reps and company leaders (for themselves or their employees); especially as a welcome gift for new hires, or a gift for a workplace anniversary or promotion

wellness at work ideas: *Wellbeing at Work* Jim Clifton, Jim Harter, 2021-06-01 What if the next global crisis is a mental health pandemic? It is here now. One-third of Americans have shown signs of clinical anxiety or depression, and the current state of suffering globally has risen significantly. The mental health pandemic manifests everywhere, not least in your workplace. As organizations around the world face health and social crises, as well as economic uncertainty, acknowledging and improving wellbeing in your workplace is more critical than ever. Increasingly, leaders and managers must support mental health and cultivate resilience in employees — not just increase engagement and performance. Based on more than 100 million Gallup global interviews, Wellbeing at Work shows you how to do just that. Coauthored by Gallup's CEO and its Chief Workplace Scientist, Wellbeing at Work explores the five key elements of wellbeing — career, social, financial, physical and community — and how organizations can help employees and teams thrive in those elements. The book also gives leaders ideas and action items to help employees use their

innate talents and strengths to thrive in each of the wellbeing elements. And Wellbeing at Work introduces a metric to report a person's best possible life: Gallup Net Thriving, which will become the "other stock price" for organizations. In a world where work and life are more blended than ever, maximizing employee wellbeing takes on greater urgency. Wellbeing at Work shows leaders how to create a thriving and resilient culture. If you and your leaders don't change the world, who will? Wellbeing at Work includes a unique code to take the CliftonStrengths assessment, which reveals your top five strengths.

wellness at work ideas: Fostering Wellness in the Workplace Bobbi L. Newman, 2022-01-24 Whether you're an administrator or library leader concerned about the health and well-being of your team, or a library worker excited to launch a health and wellness movement in your library, you'll find sensible guidance and inspiration in Newman's handbook. As part of their dedication to improving the lives of their patrons, libraries have long offered services, programs, and outreach dedicated to the health and wellness of their communities. There is a growing recognition that library workers themselves are in urgent need of such attention; low morale, and complaints of burnout and a toxic work environment, are only a few of the obvious symptoms. The good news is that by turning inward, libraries can foster wellness in their workplace and make a real difference in the day-to-day lives of their staff. Newman, who has led a popular course on the subject attended by workers from many types of different libraries, here takes a holistic approach to examine why and how libraries should focus on improving the health and wellness of employees. Filled with hands-on advice, examples of successful initiatives, and suggested action steps, in this book readers will learn how to define health and wellness, including its physical, psychological, and social aspects, and why they touch upon nearly everything that happens in the workplace; what a workplace looks like when it strives to ensure the complete physical, mental, and social well-being of workers, and the ways in which this approach to a work environment benefits both the library and the community it serves; the role played by the physical aspects of the workplace, such as the ergonomics of sitting and standing desks, the effects of air quality and smell on worker health and productivity, and noise levels stemming from open plan workspaces; about key policies relating to wages, working schedules, where employees work, and child and elder care; real-world advice on addressing complicated workplace issues like emotional and invisible labor, with a look at the part that burdensome or indifferent policies and practices can play in contributing to compassion fatigue and burnout; ways to make healthy choices for oneself and encourage healthy choices in co-workers and staff; concrete, evidence-based steps that libraries can take to improve workplace wellness; how to make a lasting difference by focusing on one aspect they can change personally and one that they can advocate changing library wide.

wellness at work ideas: Workplace Wellness Programs Study Soeren Mattke, Hangsheng Liu, John P. Caloyeras, Christina Y. Huang, Kristin R. Van Busum, 2013 The report investigates the characteristics of workplace wellness programs, their prevalence and impact on employee health and medical cost, facilitators of their success, and the role of incentives in such programs. The authors employ four data collection and analysis streams: a literature review, a survey of employers, a longitudinal analysis of medical claims and wellness program data from a sample of employers, and five employer case studies.

wellness at work ideas: Your Work Wellness Toolkit Ellen Bard, 2022-01-11 A gentle and positive interactive book, written by a Chartered Occupational Psychologist, presenting a toolkit for people struggling with burnout, fatigue, lack of motivation at work. An interactive journal showing the reader how to feel better at work, be more productive, more positive, more resilient. The book is illustrated throughout with interactive activities, journal prompts and a structured programme of self-care for the workplace. Burnout is described by the WHO as: feelings of energy depletion or exhaustion; increased mental distance from your job, or feelings of negativism or cynicism related to your job; reduced professional efficacy. All of these things can be prevented with conscious attention to creating better workplace habits, rituals and routines. Your Work Wellness Toolkit will present guidance to curate your own wellness plan to thrive at work. Too many of us are struggling with

managing the mental health load of working remotely, and boundaries between work and life are more blurred than ever before. This book not only offers thorough and clinically backed-up guidance, but also space to make plans and accountability within that guidance, to put it into action.

wellness at work ideas: Health Education Ideas and Activities Roger F. Puza, 2008 Health Education Ideas and Activities contains these time saving features: Specific ready-to-use assessments for easily building accountability into your teaching; Over 200 handouts and 20 tests; A handy CD-ROM containing all the reproducibles for quick access; A lesson idea finder for quickly locating the content you need.

wellness at work ideas: Workplace Wellness Rose Karlo Gantner Ed.D., 2012-03-01 Workplace Wellness is a guide for business leaders, managers, and consultants who want to decrease health care costs even as they improve employee productivity, satisfaction, and health conditions. -- from xi

wellness at work ideas: Drunk Yoga Eli Walker, 2019-01-15 The OFFICIAL Drunk Yoga book by the rebel behind the viral phenomenon! The Drunk Yoga craze is taking over... not even your bookshelf is safe! The official Drunk Yoga book includes 50 fun (and funny!) variations on traditional yoga poses including: Merlot-sana Vino-yasa WERK-Sasana Shot-a-runga Sip-da-Vino-sana Malbec-asana Bottle-konasana and so much more! In addition, you'll learn the Drunk Yoga rules (so you don't make any pour decisions), partner activities (so you won't have to drink alone), hilarious fun facts, crazy stories from real Drunk Yoga classes, poems, drawings, and other fun surprises! Full of wine, yoga, jokes, and joy, Drunk Yoga is for the experienced yogi, the average barfly, the social butterfly, and the wallflower who needs a few sips of liquid courage. It's about wine. And yoga. And not taking yourself too seriously. Already a huge hit for bachelor and bachelorette parties, birthday celebrations, and even office and team-building activities, this official book is founder Eli Walker's newest way to bring Drunk Yoga to you, wherever you are. Drink wine. Do yoga. Be happy.

wellness at work ideas: The Stop & Go Fast Food Nutrition Guide Steven G. Aldana, 2007 The Stop & Go Fast Food Nutrition Guide shows you how to navigate the fast food maze and choose foods that are actually good for you. The guide uses the colors of the stop light (red, yellow, and green) to help individuals choose foods that lead toward or away from good health. The Stop & Go Fast Food Nutrition Guide is the only guide that shows you how to navigate the fast food maze and identify fast foods that are actually good for you. With the help of a nationally recognized panel of nutrition experts, Dr. Aldana has color coded almost 3,500 fast foods from 68 different restaurants. Now you can sort through the fast food maze and select the healthy foods and avoid the unhealthy ones. Keep the guide in your glove box for easy access.

wellness at work ideas: Educator Wellness Timothy D. Kanold, Tina H. Boogren, 2021-09-24 Educator and teacher wellness is a personal journey. And like all journeys, there are starts, stops, and bumps in the road. The question becomes, how do we bring our best selves to our students and colleagues each day? Designed as a reflective journal and guidebook, Educator Wellness by Timothy D. Kanold and Tina H. Boogren will take you on a deep exploration where you will uncover profound answers that ring true for you. Rely on this book of ideas for self-care for educators and develop ongoing habits for wellness: Use this resource on your own or as a book study to guide staff through a reflective, goal-setting process. Observe the importance of self-care for teachers and other educators and how a commitment to daily self-care and well-being leads to a more fulfilling, successful life in and outside of the school setting. Review the four dimensions of educator self-care and wellness--(1) physical, (2) mental, (3) emotional, and (4) social--and 12 corresponding routines. Explore self-care activities for teachers and educators to sustain well-being in the face of workplace overload and potential burnout. Use the My Wellness Action journaling spaces designed to encourage thoughtful reflection to wellness and self-care plans for teachers and educators. Learn how to monitor your self-care progress and design an actionable wellness plan for next steps. View videos that highlight the authors' personal experiences with the four dimensions of educator or teacher well-being. Access the Educator Wellness--Rating, Reflecting, Planning, and Goal-Setting protocol. Contents: About the Authors Introduction Chapter 1: The Physical Wellness Dimension

Chapter 2: The Mental Wellness Dimension Chapter 3: The Emotional Wellness Dimension Chapter 4: The Social Wellness Dimension

wellness at work ideas: The Integration of Employee Assistance, Work/Life, and Wellness Services Mark Attridge, Patricia A. Herlihy, R. Paul Maiden, 2006-02 This book presents a comprehensive cross-section of experienced professionals who discuss their efforts to fully integrate employee assistance, work/life, and wellness services.

wellness at work ideas: The Healthy Workplace Leigh Stringer, 2016-07-01 Learn how to improve the well-being of your employees that will ultimately boost your company's bottom line. Studies show that unhealthy work habits, like staring at computer screens and rushing through fast-food lunches, are taking a toll in the form of increased absenteeism, lost productivity, and higher insurance costs. But should companies intervene with these individual problems? And if so, how? The Healthy Workplace says yes! Companies that learn how to incorporate healthy habits and practices into the workday for their employees will see such an impressive ROI that they'll kick themselves for not starting these practices sooner. Packed with real-life examples and the latest research, this all-important resource reveals how to: Create a healthier, more energizing environment Reduce stress to enhance concentration Inspire movement at work Support better sleep Heighten productivity without adding hours to the workday Filled with tips for immediate improvement and guidelines for building a long-term plan, The Healthy Workplace proves that a company cannot afford to miss out on the ROI of investing in their employees' well-being.

wellness at work ideas: Wellbeing: The Five Essential Elements Tom Rath, James K. Harter, 2010-05-04 Shows the interconnections among the elements of well-being, how they cannot be considered independently, and provides readers with a research-based approach to improving all aspects of their lives.

wellness at work ideas: Wellness at Work Lynda A. C. Macdonald, 2005 Fit, healthy, stress-free workers are more productive than diseased, injured or stressed ones. They are also much less likely to sue you. The well-being of your employees isn't just about your potential legal liability, it's also about productivity, work-life balance and creating the sort of working environment that is essential if you want to become an employer of choice. Lynda Macdonald's practical and comprehensive look at all aspects of this issue goes beyond simple compliance. This book not only tells you how to avoid being sued, it gives you everything you need to implement positive measures that will improve your employees' health, attendance and performance. The business case for looking after your employees' wellbeing is compelling - here is a clear, comprehensive and extremely practical guide to getting it right.

wellness at work ideas: The Total Money Makeover: Classic Edition Dave Ramsey, 2013-09-17 Do you want to build a budget that actually works for you? Are you ready to transform your relationship with money? This New York Times bestseller has already helped millions of people just like you learn how to develop everyday money-saving habits with the help of America's favorite personal finance expert, Dave Ramsey. By now, you've already heard all of the nutty get-rich-quick schemes and the fiscal diet fads that leave you with a lot of quirky ideas but not a penny in your pocket. If you're tired of the lies and sick of the false promises, Dave is here to provide practical, long-term help. The Total Money Makeover is the simplest, most straightforward game plan for completely changing your finances. And, best of all, these principles are based on results, not pie-in-the-sky fantasies. This is the financial reset you've been looking for. The Total Money Makeover: Classic Edition will give you the tools and the encouragement you need to: Design a sure-fire plan for paying off all debt--from your cars to your home and everything in between using the debt snowball method Break bad habits and make lasting changes when it comes to your relationship with money Recognize the 10 most dangerous money myths Secure a healthy nest egg for emergencies and set yourself up for retirement Become financially healthy for life Live like no one else, so later you can LIVE (and GIVE) like no one else! This edition of The Total Money Makeover includes new, expanded Dave Rants that tackle marriage conflict, college debt, and so much more. The Total Money Makeover: Classic Edition also includes brand new back-of-the-book

resources to help you make The Total Money Makeover your new reality.

wellness at work ideas: *Building a Resilient Workforce* Institute of Medicine, Board on Health Sciences Policy, Planning Committee on Workforce Resiliency Programs, 2012-07-18 Every job can lead to stress. How people cope with that stress can be influenced by many factors. The Department of Homeland Security (DHS) employs a diverse staff that includes emergency responders, border patrol agents, federal air marshals, and policy analysts. These employees may be exposed to traumatic situations and disturbing information as part of their jobs. DHS is concerned that long-term exposure to stressors may reduce individual resilience, negatively affect employees' well-being, and deteriorate the department's level of operation readiness. To explore DHS workforce resilience, the Institute of Medicine hosted two workshops in September and November 2011. The September workshop focused on DHS's operational and law enforcement personnel, while the November workshop concentrated on DHS policy and program personnel with top secret security clearances. The workshop brought together an array of experts from various fields including resilience research, occupation health psychology, and emergency response. *Building a Resilient Workforce: Opportunities for the Department of Homeland Security: Workshop Summary*: Defines workforce resilience and its benefits such as increased operational readiness and long-term cost savings for the specified population; Identifies work-related stressors faced by DHS workers, and gaps in current services and programs; Prioritizes key areas of concern; and Identifies innovative and effective worker resilience programs that could potentially serve as models for relevant components of the DHS workforce. The report presents highlights from more than 20 hours of presentations and discussions from the two workshops, as well as the agendas and a complete listing of the speakers, panelists, and planning committee members.

wellness at work ideas: *The Wellness Syndrome* Carl Cederström, Andre Spicer, 2015-02-04 Not exercising as much as you should? Counting your calories in your sleep? Feeling ashamed for not being happier? You may be a victim of the wellness syndrome. In this ground-breaking new book, Carl Cederström and André Spicer argue that the ever-present pressure to maximize our wellness has started to work against us, making us feel worse and provoking us to withdraw into ourselves. The Wellness Syndrome follows health freaks who go to extremes to find the perfect diet, corporate athletes who start the day with a dance party, and the self-trackers who monitor everything, including their own toilet habits. This is a world where feeling good has become indistinguishable from being good. Visions of social change have been reduced to dreams of individual transformation, political debate has been replaced by insipid moralising, and scientific evidence has been traded for new-age delusions. A lively and humorous diagnosis of the cult of wellness, this book is an indispensable guide for everyone suspicious of our relentless quest to be happier and healthier.

wellness at work ideas: *The Whole-Person Workplace* Scott Behson, 2021-03 The Whole-Person Workplace helps you craft a custom-fit solution that will unlock your workplace's potential by valuing your employees as whole people.

wellness at work ideas: *A Design Thinking, Systems Approach to Well-Being Within Education and Practice* National Academies of Sciences, Engineering, and Medicine, Health and Medicine Division, Board on Global Health, Global Forum on Innovation in Health Professional Education, 2019-04-04 The mental health and well-being of health professionals is a topic that is broad, exceptionally relevant, and urgent to address. It is both a local and a global issue, and affects professionals in all stages of their careers. To explore this topic, the Global Forum on Innovation in Health Professional Education held a 1.5 day workshop. This publication summarizes the presentations and discussions from the workshop.

wellness at work ideas: *Corporate Stewardship* Susan Albers Mohrman, James O'Toole, Edward E. Lawler III, 2017-09-29 Stewardship entails a profound understanding and acceptance of the challenges that result from the organization's interdependence with the societal and ecological contexts in which it operates—and of what it takes to embrace the challenges to be a force for building a viable future. This book dares to ask 'why' business leaders should embrace stewardship in the current market where profit reigns supreme. A shift in approach represents fundamental

change for the corporate world, and even the most advanced corporations consider themselves to be in the starting block of this transition. The book sets out the practical ways in which corporate stewardship can be achieved through embedding new approaches across the different functions of a business. This book, written by the leading thinkers in sustainability research, provides practical guidance on how companies can resolve the paradoxical challenges they face. How can they be at the same time profitable and responsible, effective and ethical, sustainable and adaptable? It explores what businesses are doing, what they can and should do to effectively respond to external challenges, and focuses on how leaders can create cultures, strategies, and designs far beyond “business as usual”. Stewards must not only make proper current use of that which they hold in trust, they also must leave it in better condition for use by future generations. Corporate Stewardship challenges managers, executives, and directors of global corporations to think and act as stewards of both their organizations and the physical and social environments in which they operate.

wellness at work ideas: All In Josh Levs, 2015-05-12 When journalist Josh Levs was denied fair parental leave by his employer after his child was born, he fought back—and won. Since then, he’s become an advocate for modern families and working fathers. In *All In*, he explores the changing face of fatherhood and what it means for our individual lives, families, workplaces, and society. Fatherhood today is far different from previous generations. Stay-at-home dads are increasingly common, and growing numbers of men are working part-time or flextime schedules to spend more time with their children. Even the traditional breadwinner-dad is being transformed. Dads today are more emotionally and physically involved on the home front. They are “all in” and—like mothers—they are struggling with work-life balance and doing it all. Journalist and “dad columnist” Josh Levs explains that despite these unprecedented changes, our laws, corporate policies, and gender-based expectations in the workplace remain rigid. They are preventing both women and men from living out the equality we believe in—and hurting businesses in the process. Women have done a great job of speaking out about this, Levs—whose fight for parental leave made front page news across the country—argues. It’s now time for men to join in. Combining Levs’ personal experiences with investigative reporting and frank conversations with fathers about everything from work life to money to sex, *All In* busts popular myths, lays out facts, uncovers the forces holding all of us back, and shows how we can all join together to change them.

wellness at work ideas: *Wellness Leadership* Judd Allen, 2008-01-01 *Wellness Leadership* empowers managers, wellness committee members and other wellness champions to create a workplace culture that supports healthy lifestyles. Such a culture of health saves lives, cuts medical costs, enhances productivity, improves morale and adds new vitality to work groups. *Wellness Leadership* explains how to create a shared wellness vision, serve as an effective role model, align cultural influences and monitor/celebrate success. Revealing self-tests, a culture survey, information about legal issues, guidelines for establishing wellness committees, leadership stories and checklists take the guesswork out of creating a culture of health.

wellness at work ideas: The Palgrave Handbook of Corporate Social Responsibility , 2019

wellness at work ideas: *Wellness by Design* Jamie Gold, 2020-09-01 Design your home to optimize your healthy lifestyle with this room-by-room guide from certified kitchen designer and wellness design consultant Jamie Gold. Residential designer Jamie Gold has spent years exploring how simple changes to things like lighting, fixtures, storage, and outdoor space can impact our health and wellness. In *Wellness by Design*, Gold offers a room-by-room guide to refreshing your space so that it supports your wellness journey. Good news, it doesn’t require a yoga room and can be done in small apartments as well as large houses. This book explains how simple changes can make a huge difference in how you feel every day. You’ll learn: - How to maximize accessibility and organization in your kitchen for faster, healthier, and more delicious meals. - How to make easy fixes to your ventilation system to help ease symptoms of asthma and allergies - How to optimize your home office to eliminate back, neck, and foot pain. - How to enhance your bathroom tub and shower spaces to support fitness goals and simplify family life. - And much more! It’s time for your home to

work as hard as you do to support your health. With the right organization and interior design, your home can help you maintain and improve your health in a variety of ways, from improving health and preventing disease to encouraging clean eating, sustainable living, safety, fitness, serenity, and joy. Whether you're building your dream home or decorating your new rental, this book will help you keep your fitness goals and stay on track for a long and healthy life.

wellness at work ideas: *The Burnout Epidemic* Jennifer Moss, 2021-09-28 Named one of 10 Best New Management Books for 2022 by Thinkers50 Named to the shortlist for the 2021 Outstanding Works of Literature (OWL) Award in the Management & Culture Category In this important and timely book, workplace well-being expert Jennifer Moss helps leaders and individuals prevent burnout and create healthier, happier, and more productive workplaces. We tend to think of burnout as a problem we can solve with self-care: more yoga, better breathing techniques, and more resilience. But evidence is mounting that applying personal, Band-Aid solutions to an epic and rapidly evolving workplace phenomenon isn't enough—in fact, it's not even close. If we're going to solve this problem, organizations must take the lead in developing an antiburnout strategy that moves beyond apps, wellness programs, and perks. In this eye-opening, paradigm-shifting, and practical guide, Jennifer Moss lays bare the real causes of burnout and how organizations can stop the chronic stress cycle that an alarming number of workers suffer through. *The Burnout Epidemic* explains: What causes burnout—and what organizations can do to prevent it Why traditional wellness initiatives fall short How companies can build an antiburnout strategy based on prevention, not perks How leaders can measure burnout in their own organizations What leaders can do to develop a healthier culture that prioritizes resilience and curiosity As the pandemic has shown, self-care is important, but it's not a cure-all for burnout. Employers need to do more. With fascinating research, new findings from the pandemic, and interviews with business leaders around the globe, *The Burnout Epidemic* offers readers insightful and actionable advice that will empower them to help themselves—and their employees—feel healthier and happier at work.

wellness at work ideas: *The Superfood Swap* Dawn Jackson Blatner, 2016-12-27 “Dawn makes healthy eating fun and delicious, and the dishes are easy to prepare. This is a must-read for anyone who wants to eat nutritious, joyful food.”—Lyn-Genet Recitas, New York Times bestselling author of *The Plan* The 4-week plan that beat out all other plans in the ABC weight-loss reality TV show *My Diet Is Better than Yours*. For more than fifteen years, nutritionist Dawn Jackson Blatner has helped hundreds of clients lose their bad eating habits and step up to optimal health. The key? Not deprivation, but a new kind of gratification, which she calls “super swapping”—exchanging fake foods (C.R.A.P.: food with Chemicals; Refined sugar and flour; Artificial sweeteners and colors; and Preservatives) for wholesome high-quality superfoods. A largely plant-based diet rich in fiber, vitamins, and antioxidants stabilizes hunger hormones, speeds metabolism, and fights disease. For each week, Blatner shares simple techniques, with eat/avoid lists, ideas for great lunches, advice on how to read labels to spot healthy-food impostors, and scores of useful infographics. The 100 tempting recipes—many vegetarian, vegan, and gluten free—include Fish Tacos with Crunchy Cabbage Slaw, BBQ Sandwich & Collard Chips, Sprouted Pizza, and Dark Chocolate Cherry Milkshake. Each one comes with a nutrition analysis. “Informative, creative, and fun. She shares sound nutrition advice based on scientific research and years of experience, and she does it in a way that's both engaging and easy to digest. Filled with practical tips, helpful charts, and delicious recipes, this book definitely deserves a spot on your bookshelf.”—Joy Bauer, MS, RDN, health and nutrition expert for NBC's *Today Show* and #1 New York Times bestselling author of *From Junk Food to Joy Food*

wellness at work ideas: *Project 333* Courtney Carver, 2020-03-03 Wear just 33 items for 3 months and get back all the JOY you were missing while you were worrying what to wear. In *Project 333*, minimalist expert and author of *Soulful Simplicity* Courtney Carver takes a new approach to living simply--starting with your wardrobe. *Project 333* promises that not only can you survive with just 33 items in your closet for 3 months, but you'll thrive just like the thousands of woman who have taken on the challenge and never looked back. Let the de-cluttering begin! Ever ask yourself how

many of the items in your closet you actually wear? In search of a way to pare down on her expensive shopping habit, consistent lack of satisfaction with her purchases, and ever-growing closet, Carver created Project 333. In this book, she guides readers through their closets item-by-item, sifting through all the emotional baggage associated with those oh-so strappy high-heel sandals that cost a fortune but destroy your feet every time you walk more than a few steps to that extensive collection of never-worn little black dresses, to locate the items that actually look and feel like you. As Carver reveals in this book, once we finally release ourselves from the cyclical nature of consumerism and focus less on our shoes and more on our self-care, we not only look great we feel great-- and we can see a clear path to make other important changes in our lives that reach far beyond our closets. With tips, solutions, and a closet-full of inspiration, this life-changing minimalist manual shows readers that we are so much more than what we wear, and that who we are and what we have is so much more than enough.

wellness at work ideas: Resilience at Work Salvatore R. MADDI, Deborah M. KHOSHABA, 2005-03-04 This useful resource gives you the knowledge, tools, and encouragement you need to embark on your journey to becoming a hardier, more successful person. More than experience or training, resilience in the face of stressful situations and rapid changes determines whether you ultimately succeed or fail in the workplace. It allows you to thrive even in tumultuous conditions, to turn potential disasters into growth opportunities. The good news for the legions of other workers who become overwhelmed by stress is that resilience in the face of life's problems is not an inborn personality trait, but a set of skills and attitudes that you can learn and develop. Packed with insightful examples, case studies, and self-assessment tools, *Resilience at Work* explains how to: Approach change as a meaningful challenge no matter how stressful the circumstances, and stay committed to your work, rather than detaching and giving up. Gain control by understanding the upside and the downside of change, and take actions to influence beneficial outcomes. Turn stressful changes to your advantage and map out sound problem-solving strategies. Resolve ongoing conflicts and build an environment of assistance and encouragement between you and your coworkers. Decrease feelings of isolation and powerlessness by understanding the 3Cs that give you the ability to thrive amid disruptive changes: commitment, control, and challenge. Reorganization, downsizing, mergers, budget pressures, transfers, job insecurity, and more are producing today's unpredictable, pressure-cooker conditions, and making it harder for less resilient people to achieve the success they deserve. *Resilience at Work* supplies insights and strategies you can use to combat your fear of change and uncover the opportunities that can be found in even the most stressful situations.

wellness at work ideas: Overload Erin L. Kelly, Phyllis Moen, 2021-10-05 Why too much work and too little time is hurting workers and companies—and how a proven workplace redesign can benefit employees and the bottom line Today's ways of working are not working—even for professionals in good jobs. Responding to global competition and pressure from financial markets, companies are asking employees to do more with less, even as new technologies normalize 24/7 job expectations. In *Overload*, Erin Kelly and Phyllis Moen document how this new intensification of work creates chronic stress, leading to burnout, attrition, and underperformance. Flexible work policies and corporate lip service about work-life balance don't come close to fixing the problem. But this unhealthy and unsustainable situation can be changed—and *Overload* shows how. Drawing on five years of research, including hundreds of interviews with employees and managers, Kelly and Moen tell the story of a major experiment that they helped design and implement at a Fortune 500 firm. The company adopted creative and practical work redesigns that gave workers more control over how and where they worked and encouraged managers to evaluate performance in new ways. The result? Employees' health, well-being, and ability to manage their personal and work lives improved, while the company benefited from higher job satisfaction and lower turnover. And, as Kelly and Moen show, such changes can—and should—be made on a wide scale. Complete with advice about ways that employees, managers, and corporate leaders can begin to question and fix one of today's most serious workplace problems, *Overload* is an inspiring account about how rethinking and redesigning work could transform our lives and companies.

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wellness at work ideas: Wellness Recovery Action Plan (WRAP) Mary Ellen Copeland, 2003

wellness at work ideas: *The Employee Wellbeing Handbook: A Guide for Collaboration Across All Departments, Benefit Vendors, and Health Practitioners to Build a Culture of Well* Cassie Sobelton, 2019-08-29 Achieve New Business Growth with a Focus on Workplace Culture and Wellbeing Do you have a sneaking suspicion that your workplace culture, or the American workplace as a whole, could use some tweaking? Would you like to prioritize wellness in your organization without paying homage to (or worse, paying for) fluffy, unproven tactics that don't move your and your business forward? Are you a benefit broker or consultant who is left feeling vulnerable and in need of best-in-class strategies or initiatives? Or maybe you're a niche vendor in the wellness industry and need a more thorough understanding of the other players or ways to incorporate the various employee benefits your clients are utilizing. If you are expected to assist or even lead the health and wellbeing initiatives at your clients' organizations, or you are the go-to human resource employee for wellbeing at your organization, this book is a must-have for your office. Newsflash: Large corporations, such as Google or Apple, that effortlessly attract the best talent by prioritizing their employees' wellbeing don't have a secret unavailable to you! You can build a human resources strategy that places employee wellbeing first, thereby bringing in hardworking, highly qualified and healthy individuals to drive innovation at your organization. And as a result, you can enjoy levels of employee development and business growth that you wouldn't have dreamed possible beforehand. All you need is a little help. Enter *The Employee Wellbeing Handbook*. Bestselling author Cassie Sobelton is a health and wellness expert who believes in a real world approach to Mind, Body, and Spirit balance. Where her first book (*Back to Balance: Crack Your Mind, Body, Spirit Code to Transform Your Health*) tackled individual health, this newest guide takes on the wellbeing of entire corporations. Whether you're in health and fitness, human resources, healthcare or insurance, or any other field that deals with the wellness of employees, this book is for you. In it, you'll learn: The philosophies and backgrounds that make up the current approach to wellness in the workplace How recent decades have changed the overall approach to workplace wellbeing The difference between culture, wellness and wellbeing - and why it's so important to be targeted in your word choice Why collaboration with others in the industry is critical to the health of America as a whole How to lead discussions about workplace wellbeing that generate actual results How to develop the right strategy for your workplace and design metrics to track your progress The not-so-secret secret for re-engaging employees in their jobs, driving business growth and doing right by your company Now

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wellness at work ideas: **Perceived Organizational Support** Robert Eisenberger, Florence Stinglhamber, 2011 Today's constantly changing work environment is fraught with job uncertainty, frequent mergers and acquisitions, and a general breakdown of trust between employer and employee. More than ever, it is critical for managers to proactively shift away from devaluing employees as marginal capital to empowering them as human capital. Perceived organizational support-employees' perception of how much an organization values their contribution and cares about their well-being-mutually benefits both employees and their organizations and is integral to sustainable employer-employee relationships. Using organizational support theory and evidence gathered from hundreds of studies, Eisenberger and Stinglhamber demonstrate how perceived organizational support affects employees' well-being, the positivity of their orientation toward the organization and work, and behavioral outcomes favorable to the organization. The authors illustrate these findings with employee experiences and strategic approaches of major organizations such as Southwest Airlines, Wal-Mart, Costco, and Google. Organizational psychologists, management consultants, managers, and graduate students will obtain a clear understanding of perceived organizational support and the practical knowledge needed to foster its development and positive outcomes.

wellness at work ideas: *Occupational Therapy Practice Framework: Domain and Process* Aota, 2014 As occupational therapy celebrates its centennial in 2017, attention returns to the profession's founding belief in the value of therapeutic occupations as a way to remediate illness and maintain health. The founders emphasized the importance of establishing a therapeutic relationship with each client and designing an intervention plan based on the knowledge about a client's context and environment, values, goals, and needs. Using today's lexicon, the profession's founders proposed a vision for the profession that was occupation based, client centered, and evidence based--the vision articulated in the third edition of the Occupational Therapy Practice Framework: Domain and Process. The Framework is a must-have official document from the American Occupational Therapy Association. Intended for occupational therapy practitioners and students, other health care professionals, educators, researchers, payers, and consumers, the Framework summarizes the interrelated constructs that describe occupational therapy practice. In addition to the creation of a new preface to set the tone for the work, this new edition includes the following highlights: a redefinition of the overarching statement describing occupational therapy's domain; a new definition of clients that includes persons, groups, and populations; further delineation of the profession's relationship to organizations; inclusion of activity demands as part of the process; and even more up-to-date analysis and guidance for today's occupational therapy practitioners. Achieving health,

well-being, and participation in life through engagement in occupation is the overarching statement that describes the domain and process of occupational therapy in the fullest sense. The Framework can provide the structure and guidance that practitioners can use to meet this important goal.

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wellness at work ideas: Self-Compassion Dr. Kristin Neff, 2011-04-19 Kristin Neff, Ph.D., says that it's time to "stop beating yourself up and leave insecurity behind." Self-Compassion: Stop Beating Yourself Up and Leave Insecurity Behind offers expert advice on how to limit self-criticism and offset its negative effects, enabling you to achieve your highest potential and a more contented, fulfilled life. More and more, psychologists are turning away from an emphasis on self-esteem and moving toward self-compassion in the treatment of their patients—and Dr. Neff's extraordinary book offers exercises and action plans for dealing with every emotionally debilitating struggle, be it parenting, weight loss, or any of the numerous trials of everyday living.

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