

what is a wellness benefit

What is a Wellness Benefit? Unlocking the Power of Employee Well-being

Feeling burnt out? Stressed to the max? Wishing your workplace prioritized your overall health and happiness? You're not alone. More and more, companies are recognizing the profound impact employee well-being has on productivity, morale, and the bottom line. This post dives deep into the world of wellness benefits, explaining exactly what they are, the different types available, and why they matter so much to you and your employer. We'll explore everything from gym memberships to mental health support, showing you how these benefits translate into a healthier, happier, and more successful you.

Understanding the Core Concept: What Exactly Is a Wellness Benefit?

Simply put, a wellness benefit is any perk or program offered by an employer that aims to improve the physical, mental, and emotional health of its employees. These benefits go beyond traditional health insurance. They represent a proactive investment in the well-being of the workforce, recognizing that a healthy employee is a productive employee. Think of it as a holistic approach to employee care, acknowledging that health encompasses more than just the absence of disease.

These benefits aren't just a nice-to-have; they're increasingly becoming a crucial component of a competitive compensation package. In today's job market, attracting and retaining top talent often hinges on offering comprehensive wellness programs that demonstrate a genuine commitment to employee well-being.

Types of Wellness Benefits: A Diverse Range of Support

The world of wellness benefits is incredibly diverse, catering to a wide range of needs and preferences. Here are some of the most common types:

1. **Physical Wellness Benefits:** These focus on improving physical health and fitness. Examples include:

Gym memberships or fitness stipends: Subsidizing gym memberships or providing financial assistance for fitness classes encourages regular exercise.

On-site fitness centers: Many larger companies offer state-of-the-art gyms right in the workplace, making it convenient for employees to work out during breaks or before/after work.

Wellness challenges and competitions: These gamified programs encourage healthy habits

through friendly competition and incentives.

Health screenings and preventative care: Access to regular health screenings, vaccinations, and preventative health services can identify potential issues early on.

1. Mental Wellness Benefits: Addressing mental health is increasingly crucial. Examples include:

Employee Assistance Programs (EAPs): EAPs provide confidential counseling and support services for employees struggling with stress, anxiety, depression, or other mental health challenges.

Mental health days: Designated paid time off specifically for addressing mental health needs, reducing the stigma around taking time off for mental well-being.

Mindfulness and meditation programs: Workshops, apps, or resources that promote stress reduction and mental clarity.

Access to mental health professionals: Some companies provide direct access to therapists or counselors, either through telehealth or in-person appointments.

1. Financial Wellness Benefits: Financial stress significantly impacts overall well-being. Examples include:

Financial planning workshops: Education and resources to help employees manage their finances effectively.

Retirement planning assistance: Guidance and resources to help employees plan for a secure retirement.

Student loan repayment assistance: Programs that help employees manage their student loan debt.

1. Social Wellness Benefits: Fostering a strong sense of community and connection within the workplace is key. Examples include:

Social events and team-building activities: Opportunities for employees to connect outside of work.

Employee resource groups (ERGs): Groups based on shared interests or identities that provide a sense of belonging and support.

Flexible work arrangements: Options like telecommuting or flexible hours that can improve work-life balance.

The ROI of Wellness Benefits: Why They Matter to

Employers

While providing wellness benefits might seem like an added expense, the return on investment (ROI) is often significant. Companies that invest in employee well-being frequently see:

Increased productivity and efficiency: Healthy and engaged employees are more productive and efficient.

Reduced absenteeism and presenteeism: Wellness programs can help reduce sick days and improve the quality of work performed even when employees are present.

Improved employee morale and engagement: Employees who feel valued and supported are more likely to be engaged and committed to their work.

Lower healthcare costs: Preventative care and health promotion can reduce long-term healthcare expenses.

Improved employee retention: A strong wellness program can significantly improve employee retention rates.

Finding the Right Wellness Benefits for Your Needs

The optimal wellness program is tailored to the specific needs and preferences of the workforce. Consider factors such as employee demographics, company culture, and budget when selecting benefits. Surveys and feedback sessions can provide valuable insights into what employees value most. A well-designed program should be inclusive and accessible to all employees, regardless of their individual circumstances.

Conclusion

Wellness benefits are more than just perks; they're an investment in the future of your company and your personal well-being. By prioritizing employee health and happiness, businesses create a more productive, engaged, and ultimately successful workforce. Understanding the different types of wellness benefits available and advocating for their inclusion in your workplace is a crucial step towards building a healthier, happier, and more fulfilling work experience for everyone.

FAQs

1. Are wellness benefits legally required? No, wellness benefits are not legally required in most countries, but they are becoming increasingly common as companies recognize their value.
1. Can I negotiate for specific wellness benefits? Absolutely! During salary negotiations or performance reviews, you can express your interest in specific wellness benefits.

1. What if my company doesn't offer wellness benefits? You could suggest the implementation of a wellness program to your HR department or manager.

1. How do I measure the effectiveness of a wellness program? Track key metrics such as employee participation rates, absenteeism, and employee satisfaction surveys.

1. Are wellness benefits taxable? The taxability of wellness benefits can vary depending on the specific benefit and the country's tax laws. It's best to consult with a tax professional for clarification.

what is a wellness benefit: *Corporate Wellness Programs* Ronald J. Burke, Astrid M. Richardsen, 2014-11-28 *Corporate Wellness Programs* offers contributions from international experts, examining the planning, implementation and evaluation of wellness initiatives in organizations, and offering guidance on how to introduce these programs in to the workplace.

what is a wellness benefit: 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.

what is a wellness benefit: *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.

what is a wellness benefit: The Employee Wellbeing Handbook: A Guide for Collaboration Across All Departments, Benefit Vendors, and Health Practitioners to Build a Culture of Wel

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 before you hear wellness and start thinking meditation rooms or nap pods, know that we're not just talking about little fixes. Instead, Sobelton advocates culture shifts that affect organizations as a whole. If there were a Corporate Wellness Industry 101, this is the textbook the professor would use - which means if you're in the industry, you need it at your side today. Are you ready for the business growth coaching manual you've been waiting for? Do you want to prioritize holistic healing without fluff at your company? Would you like to use your medical expertise to instill good health principles in others? Don't wait. Buy NOW to understand the industry, gain influence and make the world a better place. Pick up your copy today by clicking the BUY NOW button at the top of this page!

what is a wellness benefit: 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

what is a wellness benefit: Next-Generation Wellness at Work Stephenie Overman, 2009-09-15 Fact: Wellness programs benefit the bottom line. Motorola, for example, found that each dollar invested in wellness benefits returned \$3.93 in health and disability cost savings. Next-Generation Wellness at Work tells how to get in on the action. A nuts-and-bolts, how-to guide for managers, it delivers the latest thinking on how to take full advantage of the benefits that wellness programs can offer both employees and companies. And the effort couldn't be more important. With the soaring cost of medical care and the increase in obesity and lifestyle-related

illnesses, there is growing recognition that companies must build a culture of health and enable employees to become better guardians of their own well being. This book illustrates, in detail, exactly how to accomplish those goals. Good health saves in ways that go beyond smaller insurance premiums. It also has a direct relationship with employee productivity, making wellness a matter of high-level strategy. However, many workplace wellness programs are not as effective as they could be. They are not comprehensive, not long-term, and not marketed to the people who could benefit most. Wellness expert Stephenie Overman helps managers take practical steps to overcome these deficiencies and build successful workplace wellness programs that result in tangible, bottom-line benefits for organizations. And the book starts from the ground up, first by explaining how to take a company's temperature, get management buy-in, and design a program that fits a company's unique needs and situation. Building a program is one thing, but will they come? That's where Overman's expertise is essential: She shows how to motivate workers to take advantage of the program and reap its many benefits. And she explains how to partner with local health providers and integrate methods to promote psychological well being, two key ingredients for success. Not many corporate programs benefit both employees and the company equally, but a well-planned wellness initiative will boost the health and productivity of employees, leading to a happier—and more competitive—workplace.

what is a wellness benefit: Zero Trends D. W. Edington, 2009 Today's fragile economic climate requires new solutions to the problem of high healthcare costs. Organizations simply cannot afford runaway medical expenses, unproductive workplaces, and sick workers. In this landmark book, Dee W. Edington, PhD, former Director of the University of Michigan Health Management Research Center, draws from his 30 years of research and experience to explain how organizations can control health management and disability expenditures while keeping their workforces healthy and productive. Dr. Edington's message is straightforward, yet profound. His three key strategies, Don't Get Worse, Keep Healthy Employees Healthy, and Create a Culture of Health, can help reduce the healthcare and productivity-related costs that are bankrupting American businesses. Zero Trends: Health as a Serious Economic Strategy provides the guidance and the inspiration organizations need in their search for lower medical expenditures and higher-performing workplaces.

what is a wellness benefit: 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.

what is a wellness benefit: Dancer Wellness Mary Virginia Wilmerding, Donna Krasnow, IADMS, 2016-10-20 Dancers who want to get the most out of their experience in dance—whether in college, high school, a dance studio, or a dance company—can now take charge of their wellness. Dancer Wellness will help them learn and apply important wellness concepts as presented through the in-depth research conducted by the International Association for Dance Medicine & Science (IADMS) and their experts from around the world. Four Primary Areas Dancer Wellness covers four primary topics: Foundations of dancer wellness, which explores the dancer's physical environment, the science behind training, and conditioning Mental components of dancer wellness, which investigates the psychological aspects that influence a dancer's training—imagery, somatic practices, and the ways that rest, fatigue, and burnout affect learning, technique, and injury risk and recovery Physical aspects of dancer wellness, which examines dancer nutrition and wellness, including the challenges in maintaining good nutrition, addressing body composition issues, bone health, injury prevention, and first aid Assessments for dancer wellness, which offers guidance in goal setting, screenings, assessing abilities, and designing a personal wellness plan Each chapter

offers learning objectives at the beginning and review questions at the end to help readers recall what they have learned. Sidebars within each chapter focus on self-awareness, empowerment, goal setting, and diversity in dance. "Dancer Wellness meets the needs of dancers in any setting," says Virginia Wilmerding, one of the book's editors from IADMS. "Our authors are leaders in the field, and they thoroughly investigate their areas of specialization. Through that investigation we have provided theoretical concepts and practical information and applications that dancers can use to enhance their health and wellness as part of their dance practice." This text offers foundational information to create a comprehensive view of dancer wellness. "Wellness defines the state of being healthy in both mind and body through conscious and intentional choices and efforts," says coeditor Donna Krasnow. "Anyone interested in the health and wellness of dancers can benefit from this book, regardless of previous training or level of expertise. This book covers each aspect of dancer wellness, whether environmental, physical, or psychological." A web resource is included with all new print books and some ebooks. For ebook formats that don't provide access, the web resource is available separately.

what is a wellness benefit: *Care Without Coverage* Institute of Medicine, Board on Health Care Services, Committee on the Consequences of Uninsurance, 2002-06-20 Many Americans believe that people who lack health insurance somehow get the care they really need. *Care Without Coverage* examines the real consequences for adults who lack health insurance. The study presents findings in the areas of prevention and screening, cancer, chronic illness, hospital-based care, and general health status. The committee looked at the consequences of being uninsured for people suffering from cancer, diabetes, HIV infection and AIDS, heart and kidney disease, mental illness, traumatic injuries, and heart attacks. It focused on the roughly 30 million-one in seven-working-age Americans without health insurance. This group does not include the population over 65 that is covered by Medicare or the nearly 10 million children who are uninsured in this country. The main findings of the report are that working-age Americans without health insurance are more likely to receive too little medical care and receive it too late; be sicker and die sooner; and receive poorer care when they are in the hospital, even for acute situations like a motor vehicle crash.

what is a wellness benefit: *The Financial Wellness Mandate* Daniel R. Bryant, 2021-04-11 American workers are struggling financially. They face crippling student loan debt, a revolving door of credit card debt, rising housing expenses, and skyrocketing medical expenses. And more and more, employees looking to employers to help them solve this massive problem. This gives employers today an unprecedented opportunity. Employers who take the time to understand the financial obstacles faced by employees and understand the most important trends shaping workplace benefits, are the ones who will win the war for talent and improve financial outcomes for both workers and business. In *The Financial Wellness Mandate*, seasoned financial and workplace benefits expert Daniel explains how workplace benefits have evolved, details the big four obstacles standing between employees and financial wellness, and shares his unique take on the six most important megatrends that promise to upend how employers, their advisors and benefits providers view and deliver financial wellness benefits: Shifting demographics and the changing face of the American worker The changing relationship between employer and employee from transactional to empathetic and focused on mutual outcomes The undeniable force of behavioral economics and why they matter in how employees handle money and how employers think about benefits The growth of consumerism and what it means for how employee plan and deliver workplace benefits The convergence of health care and financial care and their inseparable impact on employee financial wellness The rise of technology and data, and their impact on financial wellness benefits Daniel brings these insights together in a way no other author has yet. Employers who heed his advice and follow his clear prescription for creating a more modern benefits strategy will not only help the American worker achieve true financial wellness, they'll also position themselves to be the employer of choice for current and future generations of employees

what is a wellness benefit: *Who Is Wellness For?* Fariha Roisin, 2022-06-14 The multi-disciplinary artist and author of *Like a Bird* and *How to Cure a Ghost* explores the

commodification and appropriation of wellness through the lens of social justice, providing resources to help anyone participate in self-care, regardless of race, identity, socioeconomic status or able-bodiedness. Growing up in Australia, Fariha Róisín, a Bangladeshi Muslim, struggled to fit in. In attempts to assimilate, she distanced herself from her South Asian heritage and identity. Years later, living in the United States, she realized that the customs, practices, and even food of her native culture that had once made her different—everything from ashwagandha to prayer—were now being homogenized and marketed for good health, often at a premium by white people to white people. In this thought-provoking book, part memoir, part journalistic investigation, the acclaimed writer and poet explores the way in which the progressive health industry has appropriated and commodified global healing traditions. She reveals how wellness culture has become a luxury good built on the wisdom of Black, brown, and Indigenous people—while ignoring and excluding them. *Who Is Wellness For?* is divided into four sections, beginning with *The Mind*, in which Fariha examines the art of meditation and the importance of intuition. In part two, *The Body*, she investigates the physiology of trauma, detailing her own journey with fatphobia and gender dysmorphia, as well as her own chronic illness. In part three, *Self-Care*, she argues against the self-care industrial complex but cautions us against abandoning care completely and offers practical advice. She ends with *Justice*, arguing that if we truly want to be well, we must be invested in everyone's well being and shift toward nurturance culture. Deeply intimate and revelatory, *Who Is Wellness For?* forces us to confront the imbalance in health and healing and carves a path towards self-care that is inclusionary for all.

what is a wellness benefit: *Blue Mind* Wallace J. Nichols, 2014-07-22 A landmark book by marine biologist Wallace J. Nichols on the remarkable effects of water on our health and well-being. Why are we drawn to the ocean each summer? Why does being near water set our minds and bodies at ease? In *Blue Mind*, Wallace J. Nichols revolutionizes how we think about these questions, revealing the remarkable truth about the benefits of being in, on, under, or simply near water. Combining cutting-edge neuroscience with compelling personal stories from top athletes, leading scientists, military veterans, and gifted artists, he shows how proximity to water can improve performance, increase calm, diminish anxiety, and increase professional success. *Blue Mind* not only illustrates the crucial importance of our connection to water; it provides a paradigm shifting blueprint for a better life on this Blue Marble we call home.

what is a wellness benefit: *Let My People Go Surfing* Yvon Chouinard, 2016-09-06 Wonderful . . . a moving autobiography, the story of a unique business, and a detailed blueprint for hope. —Jared Diamond, Pulitzer Prize-winning author of *Guns, Germs, and Steel* In this 10th anniversary edition, Yvon Chouinard—legendary climber, businessman, environmentalist, and founder of Patagonia, Inc.—shares the persistence and courage that have gone into being head of one of the most respected and environmentally responsible companies on earth. From his youth as the son of a French Canadian handyman to the thrilling, ambitious climbing expeditions that inspired his innovative designs for the sport's equipment, *Let My People Go Surfing* is the story of a man who brought doing good and having grand adventures into the heart of his business life—a book that will deeply affect entrepreneurs and outdoor enthusiasts alike.

what is a wellness benefit: *A Review of the U.S. Workplace Wellness Market* Soeren Mattke, Christopher Schnyer, Kristin R Van Busum, 2012-11-28 This paper describes the current state of workplace wellness programs in the United States, including typical program components; assesses current uptake among U.S. employers; reviews the evidence for program impact; and evaluates the current use and the impact of incentives to promote employee engagement.

what is a wellness benefit: *Eff This! Meditation* Ms. Liza Kindred, 2019-10-22 Are you stressed out, anxious, or overwhelmed? Get out of the storm swirling in your head—and into the peaceful place inside you. *Eff This! Meditation* will help you let that crap go...with 108 hands-on practices rooted in humor, love, straight talk, and a deep respect for the foundational teachings of Buddhism. If you're ready to throw your hands in the air and yell "Eff This!" you are not alone—and this book can help. You already know that you should meditate, and that meditation will make you

happier and healthier. But you're tired and irritated, and every time you try to meditate, your mind races and you can't stop thinking about that jerk at work. If this describes you, then this might be just what you need. This is not a joke, this is real meditation—and really effective practices—for everyday life. This book is a reference for you to come back to again and again. Integrate these tips into your daily life, or pull it off the shelf when you need a boost. Learn to celebrate the small victories in life with a “to do” list. Release yourself from phone addiction with a digital detox plan. Get your body out of stress mode by practicing diaphragmatic breathing. Be transported, and open your heart with a pick-me-up playlist. These are just a few of the simple, practical strategies that will help you find your center. Eff This! Meditation is a Shamatha (mindfulness-awareness) practice rooted in radical compassion for self, and presented in 108 tips, tricks, and ideas. They are all centered on the idea that, as humans, we might not be “finished,” but we are complete. Everything you need to attain enlightenment is already contained within you, and you can use meditation—and these practices—to connect with it. The book offers 108 exercises, organized by the amount of time you have to help you respond to your current effing context. There are a number of ways you can dive into the book: Read it all the way through Flip through and mark what seems interesting Try all of the techniques, one by one Grab the book in a panic and thumb through until something sticks out Open the book to a random page and do that thing However the eff you want; it's your book now

what is a wellness benefit: *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.

what is a wellness benefit: *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.

what is a wellness benefit: Banana Benefits Jacob Gibson, 2015-12-17 Have you been trying to improve your health but you don't know where to start? Did you know bananas are one of the leading superfoods with many overlooked benefits? There are different types of banana available in the world today. There are the raw bananas which are starch in nature and they are referred to as plantain and there is the banana fruit. The plantains are green in color while the banana fruit is yellow in color. Everyone has come across a banana the fruit. They are one of the most readily available fruits, yet they are the most ignored. Despite its many health benefits, banana fruit is one of the less consumed fruits in the world. There are many reasons why some people dislike eating bananas. Some people hate the bananas because they think it is a baby food. Other dislike them because they have brown spots in them but despite the reason you might hate the bananas, the fruit is rich in nutrients that are of great benefit to your body. It is thus important for you to know the health benefits that are associated with the fruits.

what is a wellness benefit: Investing in the Health and Well-Being of Young Adults National Research Council, Institute of Medicine, Board on Children, Youth, and Families, Committee on Improving the Health, Safety, and Well-Being of Young Adults, 2015-01-27 Young adulthood - ages approximately 18 to 26 - is a critical period of development with long-lasting implications for a person's economic security, health and well-being. Young adults are key contributors to the nation's workforce and military services and, since many are parents, to the healthy development of the next generation. Although 'millennials' have received attention in the popular media in recent years, young adults are too rarely treated as a distinct population in policy, programs, and research. Instead, they are often grouped with adolescents or, more often, with all adults. Currently, the nation is experiencing economic restructuring, widening inequality, a rapidly rising ratio of older adults, and an increasingly diverse population. The possible transformative effects of these features make focus on young adults especially important. A systematic approach to understanding and responding to the unique circumstances and needs of today's young adults can help to pave the way to a more productive and equitable tomorrow for young adults in particular and our society at large. Investing in The Health and Well-Being of Young Adults describes what is meant by the term young adulthood, who young adults are, what they are doing, and what they need. This study recommends actions that nonprofit programs and federal, state, and local agencies can take to help young adults make a successful transition from adolescence to adulthood. According to this report, young adults should be considered as a separate group from adolescents and older adults. Investing in The Health and Well-Being of Young Adults makes the case that increased efforts to improve high school and college graduate rates and education and workforce development systems that are more closely tied to high-demand economic sectors will help this age group achieve greater opportunity and success. The report also discusses the health status of young adults and makes recommendations to develop evidence-based practices for young adults for medical and behavioral health, including preventions. What happens during the young adult years has profound implications for the rest of the life course, and the stability and progress of society at large depends on how any cohort of young adults fares as a whole. Investing in The Health and Well-Being of Young Adults will provide a roadmap to improving outcomes for this age group as they transition from adolescence to adulthood.

what is a wellness benefit: 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.

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at last, be addressed. Mental Health, Substance Use, and Wellbeing in Higher Education lays out a variety of possible strategies and approaches to meet increasing demand for mental health and substance use services, based on the available evidence on the nature of the issues and what works in various situations. The recommendations of this report will support the delivery of mental health and wellness services by the nation's institutions of higher education.

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company cannot afford to miss out on the ROI of investing in their employees' well-being.

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psychosocial health and development of children and adolescents. Educating the Student Body makes recommendations about approaches for strengthening and improving programs and policies for physical activity and physical education in the school environment. This report lays out a set of guiding principles to guide its work on these tasks. These included: recognizing the benefits of instilling life-long physical activity habits in children; the value of using systems thinking in improving physical activity and physical education in the school environment; the recognition of current disparities in opportunities and the need to achieve equity in physical activity and physical education; the importance of considering all types of school environments; the need to take into consideration the diversity of students as recommendations are developed. This report will be of interest to local and national policymakers, school officials, teachers, and the education community, researchers, professional organizations, and parents interested in physical activity, physical education, and health for school-aged children and adolescents.

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the beginning of each chapter serves as an aid in evaluating your company's level of regulatory compliance. Mandated Benefits 2015 Compliance Guide has been updated to include: The Dodd Frank Act, creating an ethics training program, and practices and trends Information on payroll cards and Federal Insurance Contributions Act (FICA) tip credit New regulations and guidelines for health care reform as mandated by the Patient Protection and Affordable Care Act (PPACA) Updated requirements for certificates of creditable coverage; excepted benefits under the Health Insurance Portability and Accountability Act (HIPAA); and transaction standards The revised model general and election notices as required under PPACA Qualified Longevity Annuity Contracts and definition of spouse per the Supreme Court ruling in United States v. Windsor and updates to the Pension Benefit Guaranty Corporation's required premiums The payment of long-term disability insurance by qualified retirement plans PPACA's effect on health reimbursement arrangements; new information on the proposed \$500 carryover of unused funds in health flexible spending arrangements (FSAs) and PPACA's effect on health FSAs; new material on the effect of amendments to HIPAA's excepted benefit rules on Employee Assistance Programs; and revised information on providing employee benefits to legally married same-sex couples based on the Supreme Court's decision in United States v. Windsor and the decision's effect on cafeteria plan mid-year election changes New sections on no-fault attendance policies and pregnancy and the Americans with Disabilities Act Information on the definition of spouse based on the Supreme Court ruling in United States v. Windsor New material on the proposed Equal Pay Report

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