

why is workplace wellness important

Why Is Workplace Wellness Important? A Deep Dive into Employee Well-being

Feeling burnt out? Dragging yourself to work each day? You're not alone. Millions of employees worldwide struggle with workplace stress, impacting productivity, morale, and even their health. This comprehensive guide explores the crucial question: why is workplace wellness important? We'll delve into the tangible benefits for both employees and employers, examining the various aspects of a thriving workplace wellness program and how to implement one effectively. Get ready to discover how prioritizing employee well-being isn't just a nice-to-have—it's a business imperative.

The Multifaceted Benefits of Workplace Wellness: Why It Matters

Investing in workplace wellness goes far beyond offering a free gym membership or providing healthy snacks. It's a holistic approach that addresses the physical, mental, and emotional well-being of your employees. The benefits are numerous and far-reaching, impacting every facet of your organization.

1. Increased Productivity and Reduced Absenteeism:

A healthy workforce is a productive workforce. When employees feel good, both physically and mentally, they're more engaged, focused, and efficient. Workplace wellness programs can significantly reduce absenteeism and presenteeism (being present but unproductive due to illness or stress). By proactively addressing health concerns, you create a more resilient and reliable team. Think clearer thinking, faster reaction times, and a generally more positive work environment, all contributing to a higher bottom line.

2. Improved Employee Engagement and Morale:

Feeling valued and supported is a fundamental human need. A comprehensive wellness program demonstrates a genuine care for your employees' well-being, fostering a sense of loyalty and increased engagement. Employees are more likely to go the extra mile when they feel their employer is invested in their overall health and happiness. This translates to improved teamwork, collaboration, and a more positive work culture.

3. Reduced Healthcare Costs:

This is a significant benefit often overlooked. Workplace wellness initiatives can proactively prevent health issues, leading to lower healthcare costs for both the employee and the employer. Programs that encourage healthy habits, provide preventative screenings, and offer resources for managing stress can significantly reduce the incidence of chronic diseases and related healthcare expenses. This translates directly into substantial savings in the long run.

4. Enhanced Company Reputation and Employer Branding:

In today's competitive job market, attracting and retaining top talent is crucial. Companies known for their commitment to employee well-being attract high-quality candidates who value a supportive and healthy work environment. A strong wellness program enhances your company's reputation, boosts employer branding, and improves your ability to compete for the best employees. This is a vital advantage in a tight labor market.

5. Improved Safety and Reduced Workplace Accidents:

A healthy mind and body are less prone to accidents. Wellness programs that address stress management, promote healthy habits, and encourage regular physical activity can contribute to a safer workplace. Reduced stress levels lead to better concentration and improved decision-making, directly impacting workplace safety. This is crucial for industries with inherent safety risks.

6. Fostering a Culture of Well-being:

The most impactful aspect of workplace wellness is the cultivation of a supportive and positive work culture. When well-being is prioritized, it creates a ripple effect, impacting communication, collaboration, and overall morale. Employees feel more comfortable discussing their needs and seeking support, leading to a more open and trusting environment. This culture translates to increased employee retention and reduced turnover.

Implementing Effective Workplace Wellness Programs: A Practical Approach

Creating a successful wellness program requires careful planning and execution. Here are some key considerations:

Needs Assessment: Begin by understanding the specific needs and concerns of your employees. Conduct surveys, focus groups, or health assessments to identify areas for improvement.

Program Design: Develop a program that addresses the identified needs, offering a variety of options to cater to diverse preferences and interests.

Accessibility and Inclusivity: Ensure the program is accessible to all employees, regardless of their physical abilities, location, or personal circumstances.

Communication and Promotion: Effectively communicate the program's benefits and encourage participation through various channels.

Measurement and Evaluation: Track the program's effectiveness by monitoring key metrics such as employee participation, absenteeism rates, and healthcare costs. Regular evaluation ensures ongoing improvement and relevance.

Leadership Buy-in: Secure leadership support to demonstrate the company's commitment to employee well-being.

Conclusion: Investing in Your Employees, Investing in Your Future

The question, "Why is workplace wellness important?" is easily answered: it's essential for both employee and organizational success. By investing in the well-being of your workforce, you're not only improving their lives but also significantly boosting your company's bottom line. A thriving workplace is a healthy workplace, and a healthy workplace is a successful one. Prioritizing wellness isn't just a trend; it's a strategic investment with profound and lasting benefits.

FAQs

1. What are some cost-effective ways to implement a workplace wellness program?

Start small and focus on initiatives that require minimal financial investment, such as promoting healthy habits through internal communications, offering online resources for stress management, and organizing team-building activities that encourage physical activity.

1. How can we measure the success of our workplace wellness program?

Track key metrics such as employee participation rates, absenteeism and presenteeism rates, healthcare costs, employee satisfaction surveys, and productivity levels. Compare these metrics before and after implementing the program.

1. How do we address employee concerns about privacy regarding health information?

Ensure that all data collected is handled confidentially and in accordance with relevant privacy regulations. Clearly communicate the program's privacy policies to employees.

1. What if my employees aren't interested in participating in the wellness program?

Make participation voluntary and focus on promoting the program's benefits in a way that resonates with your employees. Offer a variety of activities and resources to cater to different interests.

1. How can we ensure our wellness program is inclusive and accessible to all employees?

Consider the needs of employees with disabilities, those from diverse cultural backgrounds, and those working remotely. Offer a range of activities and resources that cater to different abilities, preferences, and locations.

why is workplace wellness important: 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.

why is workplace wellness important: 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.

why is workplace wellness important: 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.

why is workplace wellness important: 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.

why is workplace wellness important: 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.

why is workplace wellness important: 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

why is workplace wellness important: Rule the Rules of Workplace Wellness Programs Barbara J. Zabawa, JoAnn M. Eickhoff-Shemek, 2017

why is workplace wellness important: 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.

why is workplace wellness important: Mental Health and Wellbeing in the Workplace

Gill Hasson, Donna Butler, 2020-06-22 ***HIGHLY COMMENDED - HR & MANAGEMENT - BUSINESS BOOK AWARDS 2021*** Provides guidance for both employers and staff on promoting positive mental health and supporting those experiencing mental ill health in the workplace The importance of good mental health and wellbeing in the workplace is a subject of increased public awareness and governmental attention. The Department of Health advises that one in four people will experience a mental health issue at some point in their lives. Although a number of recent developments and initiatives have raised the profile of this crucial issue, employers are experiencing challenges in promoting the mental health and wellbeing of their employees. Mental Health & Wellbeing in the Workplace contains expert guidance for improving mental health and supporting those experiencing mental ill health. This comprehensive book addresses the range of issues surrounding mental health and wellbeing in work environments - providing all involved with informative and practical assistance. Authors Gill Hasson and Donna Butler examine changing workplace environment for improved wellbeing, shifting employer and employee attitudes on mental health, possible solutions to current and future challenges and more. Detailed, real-world case studies illustrate a variety of associated concerns from both employer and employee perspectives. This important guide: Explains why understanding mental health important and its impact on businesses and employees Discusses why and how to promote mental health in the workplace and the importance of having an effective 'wellbeing strategy' Provides guidance on managing staff experiencing mental ill health Addresses dealing with employee stress and anxiety Features resources for further support if experiencing mental health issues Mental Health & Wellbeing in the Workplace is a valuable resource for those in the workplace wanting to look after their physical and mental wellbeing, and those looking for guidance in managing staff with mental health issues.

why is workplace wellness important: Integrating Employee Health

Institute of Medicine, Food and Nutrition Board, Committee to Assess Worksite Preventive Health Program Needs for NASA Employees, 2005-09-29 The American workforce is changing, creating new challenges for employers to provide occupational health services to meet the needs of employees. The National Aeronautics and Space Administration (NASA) workforce is highly skilled and competitive and employees frequently work under intense pressure to ensure mission success. The Office of the Chief Health and Medical Officer at NASA requested that the Institute of Medicine review its occupational health programs, assess employee awareness of and attitude toward those programs, recommend options for future worksite preventive health programs, and ways to evaluate their effectiveness. The committee's findings show that although NASA has a history of being forward-looking in designing and improving health and wellness programs, there is a need to move from a traditional

occupational health model to an integrated, employee-centered program that could serve as a national model for both public and private employers to emulate and improve the health and performance of their workforces.

why is workplace wellness important: Managing Stress in the Workplace Institute of Leadership & Management, 2010-05-14 Super series are a set of workbooks to accompany the flexible learning programme specifically designed and developed by the Institute of Leadership & Management (ILM) to support their Level 3 Certificate in First Line Management. The learning content is also closely aligned to the Level 3 S/NVQ in Management. The series consists of 35 workbooks. Each book will map on to a course unit (35 books/units).

why is workplace wellness important: 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.

why is workplace wellness important: Healthy Employees, Healthy Business Ilona Bray, Ilona M. Bray, 2012 Helps business owners and managers target the main health concerns in the workplace and implement low-cost or free programs to increase productivity, boost morale, lower workplace stress, and potentially lower health insurance costs--

why is workplace wellness important: ACSM's Worksite Health Handbook American College of Sports Medicine, 2009-02-27 Encouraging and maintaining a healthy workforce have become key components in the challenge to reduce health care expenditures and health-related productivity losses. As companies more fully realize the impact of healthy workers on the financial health of their organization, health promotion professionals seek support to design and implement interventions that generate improvements in workers' health and business performance. The second edition of ACSM's Worksite Health Handbook: A Guide to Building Healthy and Productive Companies connects worksite health research and practice to offer health promotion professionals the information, ideas, and approaches to provide affordable, scalable, and sustainable solutions for the organizations they serve. Thoroughly updated with the latest research and expanded to better support the business case for worksite programs, the second edition of ACSM's Worksite Health Handbook includes the contributions of nearly 100 of the top researchers and practitioners in the field from Canada, Europe, and the United States. The book's mix of research, evidence, and practice makes it a definitive and comprehensive resource on worksite health promotion, productivity management, disease prevention, and chronic disease management. ACSM's Worksite Health Handbook, Second Edition, has the following features: -An overview of contextual issues, including a history of the field, the current state of the field, legal perspectives, and the role of health policy in worksite programs -A review of the effectiveness of strategies in worksite settings, including economic impact, best practices, and the health-productivity relationship -Information on assessment, measurement, and evaluation, including health and productivity assessment tools, the economic returns of health improvement programs, and appropriate use of claims-based analysis and planning -A thorough discussion of program design and implementation, including the application of behavior change theory, new ways of using data to engage participants, use of technology and social networks to improve effectiveness, and key features of best-practice programs -An examination of various strategies for encouraging employee involvement, such as incorporating online communities and e-health, providing incentives, using medical self-care programs, making changes to the built environment, and tying in wellness with health and safety The book includes a chapter that covers the implementation process step by step so that you can see how all of the components fit together in the creation of a complete program. You'll also find four in-depth case studies that offer innovative perspectives on implementing programs in a variety of work settings.

Each case study includes a profile of the company, a description of the program and the program goals, information on the population being served, the results of the program, and a summary or discussion of the program. Throughout the book you'll find practical ideas, approaches, and solutions for implementation as well as examples of best practices and successful programs that will support your efforts in creating interventions that improve both workers' health and business performance. The book is endorsed by the International Association for Worksite Health Promotion, a new ACSM affiliate society. Deepen your understanding of the key issues and challenges within worksite health promotion and find the most current research and practice-based information and approaches inside ACSM's Worksite Health Handbook: A Guide to Building Healthy and Productive Companies, Second Edition. The e-book for ACSM's Worksite Health Handbook, Second Edition, is available at a reduced price. It allows you to highlight, take notes, and easily use all the material in the book in seconds. The e-book is delivered through Adobe Digital Editions® and when purchased through the Human Kinetics site, access to the content is immediately granted when your order is received. Adobe Digital Editions® System Requirements Windows -Microsoft® Windows® 2000 with Service Pack 4, Windows XP with Service Pack 2, or Windows Vista® (Home Basic 32-bit and Business 64-bit editions supported) -Intel® Pentium® 500MHz processor -128MB of RAM -800x600 monitor resolution Mac PowerPC -Mac OS X v10.4.10 or v10.5 -PowerPC® G4 or G5 500MHz processor -128MB of RAM Intel® -Mac OS X v10.4.10 or v10.5 -500MHz processor -128MB of RAM Supported browsers and Adobe Flash versions Windows -Microsoft Internet Explorer 6 or 7, Mozilla Firefox 2 -Adobe Flash® Player 7, 8, or 9 (Windows Vista requires Flash 9.0.28 to address a known bug) Mac -Apple Safari 2.0.4, Mozilla Firefox 2 -Adobe Flash Player 8 or 9 Supported devices -Sony® Reader PRS-505 Language versions -English -French -German

why is workplace wellness important: *Transforming Workplace Wellness* Cw Margaret Stockley Rn, 2016-02-08 *Transforming Workplace Wellness: Practical Strategies to Inspire Sustainable Change* provides the latest evidence-based information needed to create and maintain a successful holistic wellness program. As change agents, members of the wellness team are charged with developing creative strategies that inspire, engage, and initiate positive behavior-change. *Transforming Workplace Wellness* equips teams to be creative in their methodology and combine winning content with engaging events. The result is an immensely readable book that provides innovative content and practical takeaways for today's wellness programs. It offers a practical, mainstream approach that will appeal to a broad range of professionals who can benefit from reading this book, regardless of the size of their organization or industry. In addition to expanding on the methodology and business processes, *Transforming Workplace Wellness Programs* includes: Evidence-based strategies to motivate and engage employees and assist teams who are developing a new program as well as those who want to incorporate fresh ideas to an existing program Program components, incentives, coaching, work-flow, and data evaluation to improve performance of interventions 101 low-to-no-cost ideas to support and promote a strategy for organizational effectiveness and economic resilience plus an index of resources

why is workplace wellness important: *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.

why is workplace wellness important: *WORK WELLBEING* Mark McCrindle, 2020-08-19 This book takes the Immortals concept made famous in cricket and applies it to motorsport, choosing the best of the best from Bathurst and the Australian Touring Car Championship (now the Supercars Championship) and other local series. It delves into the careers and characteristics of icons Peter Brock, Allan Moffat and Dick Johnson along with modern-era champions such as Mark Skaife, Craig Lowndes and Jamie Whincup: heroes who are not just high achievers but influential identities who set anew benchmark and changed local racing forever through skill, determination and sheer will. It tells the remarkable stories behind each Immortal's rise, from the fabled tale of rock star Johnson to the little-known facts surrounding Lowndes' Bathurst arrival in 1994 that, a few hours earlier, teetered on the brink of disaster. The Immortals of Australian Motor Racing: the Local Heroes is the third instalment in Gelding Street Press's Immortals of Australian Sport series. In it, motorsport writer Luke West gives readers insights into his 10 chosen immortals and their influence on the national scene.

why is workplace wellness important: 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.

why is workplace wellness important: *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.

why is workplace wellness important: The Psychologically Healthy Workplace Matthew J. Grawitch, David W. Ballard, 2016 This book examines the complex interplay between employees and management, to determine how a psychologically healthy workplace is constructed and maintained.

why is workplace wellness important: Management Lessons from the Mayo Clinic (PB) Leonard L. Berry, Kent D. Seltman, 2008-05-31 Management Lessons from Mayo Clinic reveals for the first time how this complex service organization fosters a culture that exceeds customer expectations and earns deep loyalty from both customers and employees. Service business authority Leonard Berry and Mayo Clinic marketing administrator Kent Seltman explain how the Clinic implements and maintains its strategy, adheres to its management system, executes its care model, and embraces new knowledge - invaluable lessons for managers and service providers of all industries. Drs. Berry and Seltman had the rare opportunity to study Mayo Clinic's service culture

and systems from the inside by conducting personal interviews with leaders, clinicians, staff, and patients, as well as observing hundreds of clinician-patient interactions. The result is a book about how the Clinic's business concept produces stellar clinical results, organizational efficiency, and interpersonal service. By examining the operating principles that guide every management decision at this legendary healthcare institution, the authors Demonstrate how a great service brand evolves from the core values that nourish and protect it Extrapolate instructive business lessons that apply outside healthcare Illustrate the benefits of pooling talent and encouraging teamwork Relate historical events and perspectives to the present-day Mayo Clinic Share inspiring stories from staff and patients An innovative analysis of this exemplary institution, *Management Lessons from Mayo Clinic* presents a proven prescription for creating sustainable service excellence in any organization.

why is workplace wellness important: 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.

why is workplace wellness important: Resilience (HBR Emotional Intelligence Series) Harvard Business Review, Daniel Goleman, Jeffrey A. Sonnenfeld, Shawn Achor, 2017-04-18 How to be resilient in a professional setting. How do some people bounce back with vigor from daily setbacks, professional crises, or even intense personal trauma? This book reveals the key traits of those who emerge stronger from challenges, helps you train your brain to withstand the stresses of daily life, and presents an approach to an effective career reboot. This volume includes the work of: Daniel Goleman Jeffrey A. Sonnenfeld Shawn Achor This collection of articles includes "How Resilience Works," by Diane Coutu; "Resilience for the Rest of Us," by Daniel Goleman; "How to Evaluate, Manage, and Strengthen Your Resilience," by David Kopans; "Find the Coaching in Criticism," by Sheila Heen and Douglas Stone; "Firing Back: How Great Leaders Rebound After Career Disasters," by Jeffrey A. Sonnenfeld and Andrew J. Ward; and "Resilience Is About How You Recharge, Not How You Endure," by Shawn Achor and Michelle Gielan. How to be human at work. The HBR Emotional Intelligence Series features smart, essential reading on the human side of professional life from the pages of Harvard Business Review. Each book in the series offers proven research showing how our emotions impact our work lives, practical advice for managing difficult people and situations, and inspiring essays on what it means to tend to our emotional well-being at work. Uplifting and practical, these books describe the social skills that are critical for ambitious professionals to master.

why is workplace wellness important: Thrive Arianna Huffington, 2014-03-25 In *Thrive*, Arianna Huffington makes an impassioned and compelling case for the need to redefine what it means to be successful in today's world. Arianna Huffington's personal wake-up call came in the form of a broken cheekbone and a nasty gash over her eye--the result of a fall brought on by exhaustion and lack of sleep. As the cofounder and editor-in-chief of the Huffington Post Media Group--one of the fastest growing media companies in the world--celebrated as one of the world's most influential women, and gracing the covers of magazines, she was, by any traditional measure, extraordinarily successful. Yet as she found herself going from brain MRI to CAT scan to echocardiogram, to find out if there was any underlying medical problem beyond exhaustion, she wondered is this really what success feels like? As more and more people are coming to realize, there is far more to living a truly successful life than just earning a bigger salary and capturing a corner office. Our relentless pursuit of the two traditional metrics of success--money and power--has led to an epidemic of burnout and stress-related illnesses, and an erosion in the quality of our relationships, family life, and, ironically, our careers. In being connected to the world 24/7, we're

losing our connection to what truly matters. Our current definition of success is, as Thrive shows, literally killing us. We need a new way forward. In a commencement address Arianna gave at Smith College in the spring of 2013, she likened our drive for money and power to two legs of a three-legged stool. They may hold us up temporarily, but sooner or later we're going to topple over. We need a third leg--a third metric for defining success--to truly thrive. That third metric, she writes in Thrive, includes our well-being, our ability to draw on our intuition and inner wisdom, our sense of wonder, and our capacity for compassion and giving. As Arianna points out, our eulogies celebrate our lives very differently from the way society defines success. They don't commemorate our long hours in the office, our promotions, or our sterling PowerPoint presentations as we relentlessly raced to climb up the career ladder. They are not about our resumes--they are about cherished memories, shared adventures, small kindnesses and acts of generosity, lifelong passions, and the things that made us laugh. In this deeply personal book, Arianna talks candidly about her own challenges with managing time and prioritizing the demands of a career and raising two daughters--of juggling business deadlines and family crises, a harried dance that led to her collapse and to her aha moment. Drawing on the latest groundbreaking research and scientific findings in the fields of psychology, sports, sleep, and physiology that show the profound and transformative effects of meditation, mindfulness, unplugging, and giving, Arianna shows us the way to a revolution in our culture, our thinking, our workplace, and our lives.

why is workplace wellness important: Authentic Happiness Martin Seligman, 2011-01-11 In this important, entertaining book, one of the world's most celebrated psychologists, Martin Seligman, asserts that happiness can be learned and cultivated, and that everyone has the power to inject real joy into their lives. In Authentic Happiness, he describes the 24 strengths and virtues unique to the human psyche. Each of us, it seems, has at least five of these attributes, and can build on them to identify and develop to our maximum potential. By incorporating these strengths - which include kindness, originality, humour, optimism, curiosity, enthusiasm and generosity -- into our everyday lives, he tells us, we can reach new levels of optimism, happiness and productivity. Authentic Happiness provides a variety of tests and unique assessment tools to enable readers to discover and deploy those strengths at work, in love and in raising children. By accessing the very best in ourselves, we can improve the world around us and achieve new and lasting levels of authentic contentment and joy.

why is workplace wellness important: The Palgrave Handbook of Workplace Well-Being Satinder K. Dhiman, 2021-03-22 This handbook proposes to present best practices in managing and leading the 21st century workforce. It offers strategies and tools to cultivate well-being in the present day boundary-less work environment. Research shows that organizations with higher levels of employee engagement routinely out-perform those with lower employee engagement. This handbook provides valuable insights into why employee well-being is such a powerful driver of employee performance and engagement and what organizations can do to enhance workplace well-being and fulfillment. It brings the research on workplace well-being up-to-date while precisely mapping its terrain and extending the scope and boundaries of this field in an inclusive and egalitarian manner.

why is workplace wellness important: Transforming the Workforce for Children Birth Through Age 8 National Research Council, Institute of Medicine, Board on Children, Youth, and Families, Committee on the Science of Children Birth to Age 8: Deepening and Broadening the Foundation for Success, 2015-07-23 Children are already learning at birth, and they develop and learn at a rapid pace in their early years. This provides a critical foundation for lifelong progress, and the adults who provide for the care and the education of young children bear a great responsibility for their health, development, and learning. Despite the fact that they share the same objective - to nurture young children and secure their future success - the various practitioners who contribute to the care and the education of children from birth through age 8 are not acknowledged as a workforce unified by the common knowledge and competencies needed to do their jobs well. Transforming the Workforce for Children Birth Through Age 8 explores the science of child

development, particularly looking at implications for the professionals who work with children. This report examines the current capacities and practices of the workforce, the settings in which they work, the policies and infrastructure that set qualifications and provide professional learning, and the government agencies and other funders who support and oversee these systems. This book then makes recommendations to improve the quality of professional practice and the practice environment for care and education professionals. These detailed recommendations create a blueprint for action that builds on a unifying foundation of child development and early learning, shared knowledge and competencies for care and education professionals, and principles for effective professional learning. Young children thrive and learn best when they have secure, positive relationships with adults who are knowledgeable about how to support their development and learning and are responsive to their individual progress. Transforming the Workforce for Children Birth Through Age 8 offers guidance on system changes to improve the quality of professional practice, specific actions to improve professional learning systems and workforce development, and research to continue to build the knowledge base in ways that will directly advance and inform future actions. The recommendations of this book provide an opportunity to improve the quality of the care and the education that children receive, and ultimately improve outcomes for children.

why is workplace wellness important: *State of The Global Workplace* Gallup, 2017-12-19 Only 15% of employees worldwide are engaged at work. This represents a major barrier to productivity for organizations everywhere - and suggests a staggering waste of human potential. Why is this engagement number so low? There are many reasons — but resistance to rapid change is a big one, Gallup's research and experience have discovered. In particular, organizations have been slow to adapt to breakneck changes produced by information technology, globalization of markets for products and labor, the rise of the gig economy, and younger workers' unique demands. Gallup's 2017 State of the Global Workplace offers analytics and advice for organizational leaders in countries and regions around the globe who are trying to manage amid this rapid change. Grounded in decades of Gallup research and consulting worldwide -- and millions of interviews -- the report advises that leaders improve productivity by becoming far more employee-centered; build strengths-based organizations to unleash workers' potential; and hire great managers to implement the positive change their organizations need not only to survive - but to thrive.

why is workplace wellness important: Pain Management and the Opioid Epidemic National Academies of Sciences, Engineering, and Medicine, Health and Medicine Division, Board on Health Sciences Policy, Committee on Pain Management and Regulatory Strategies to Address Prescription Opioid Abuse, 2017-09-28 Drug overdose, driven largely by overdose related to the use of opioids, is now the leading cause of unintentional injury death in the United States. The ongoing opioid crisis lies at the intersection of two public health challenges: reducing the burden of suffering from pain and containing the rising toll of the harms that can arise from the use of opioid medications. Chronic pain and opioid use disorder both represent complex human conditions affecting millions of Americans and causing untold disability and loss of function. In the context of the growing opioid problem, the U.S. Food and Drug Administration (FDA) launched an Opioids Action Plan in early 2016. As part of this plan, the FDA asked the National Academies of Sciences, Engineering, and Medicine to convene a committee to update the state of the science on pain research, care, and education and to identify actions the FDA and others can take to respond to the opioid epidemic, with a particular focus on informing FDA's development of a formal method for incorporating individual and societal considerations into its risk-benefit framework for opioid approval and monitoring.

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why is workplace wellness important: 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 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!

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Improving service quality has finally become a top priority of management today, yet according to service quality expert Leonard Berry only a handful of companies have managed to determine exactly what to improve and how to improve it. For the past two years, Berry studied dozens of companies of all sizes renowned for their capacity to deliver what they promise and more. From his on-site observation of the strategies and practices of such companies as Mary Kay Cosmetics, Tattered Cover Book Store, Longo Toyota & Lexus, Lakeland Regional Medical Center, and Hard Rock Cafe, Berry has constructed a dynamic new framework for improving service. This framework provides a roadmap for implementation found nowhere else in the service quality literature. In every chapter Berry draws on his twelve years of research in service quality to explain each part of the framework in detail. He provides rich insights and inspiring examples of great service -- including numerous examples unique to this book as well as the classic success stories of USAA, Taco Bell, and many more. Berry shows that a company must (1) develop service leadership skills and values -- a concept substantially different from developing general leadership; (2) build a service quality information system; and (3) create a comprehensive service strategy based on the four principles of great service: reliability, surprise, recovery, and fairness. He demonstrates how these four principles, when adopted by the leadership and infused into the systems of a service company, are the building blocks of the framework and form the anchor for implementation. Berry shows how the artistry of great service can be systematically created from this foundation through a company's organizational structure, technology, and often under utilized human resources assets. He challenges service managers to set their service quality aspirations higher, and his innovative, practical ideas will help them achieve those higher standards. Linking service excellence to value creation, Berry provides solid financial reasons for the necessity of great service. Here, at last, is the book for which managers in every service industry have waited: Leonard Berry's operating manual for turning plans for great service into action.

why is workplace wellness important: *Smart Church Management: A Quality Approach to Church Administration* Patricia S. Lotich, 2020-01-17 Church leaders understand that managing the day-to-day operations of a church can be challenging because of limited resources, managing volunteer labor, and supporting the needs of the congregation. *Smart Church Management: A Quality Approach to Church Administration*, Third Edition is an updated guide for managing the resources of a church - which is people, time and money. This book provides tools and examples for decision making and problem-solving for church administration that is easy to understand and more importantly, quick to implement! This book also includes discussion questions to provoke thought and discussion for church teams. This book is ideal for ministry students, church boards, church leadership and church administrators.

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United States. Office of Child Development, 1975

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they're customer-focused. But, most important, they're game changers. And their workplace practices reflect this. The Future Workplace Experience presents an actionable framework for meeting today's toughest business disruptions head-on. It guides you step-by-step through the process of recruiting top employees and building an engaged culture—one that will drive your company to long-term success. Two of today's leading voices on the future of work, provide 10 rules for rethinking, reimagining, and reinventing your organization, including: • MAKE THE WORKPLACE AN EXPERIENCE • BE AN AGILE LEADER • CONSIDER TECHNOLOGY AN ENABLER AND DISRUPTOR • EMBRACE ON-DEMAND LEARNING • TAP THE POWER OF MULTIPLE GENERATIONS • PLAN FOR MORE GIG ECONOMY WORKERS Everything we took for granted in the past—from what we expect from our jobs to whom we work with and how—is changing before our eyes. The strongest organizations today are “learning machines.” New challenges require new solutions—and these organizations are finding them. If you want to compete in the years to come, you have to meet the future now. The Future Workplace Experience is your playbook for taking your organization to the top of your industry.

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why is workplace wellness important: 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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