



TRINITY
school of natural health

Launching

Workplace Wellness Initiatives

BY TRINITY SCHOOL OF NATURAL HEALTH

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Introduction

————— Did you know that a healthy company culture is one of the first steps toward ensuring employee retention? Nearly 75% of U.S. workers say that a company’s culture is crucial to their job satisfaction.¹ Businesses that do not prioritize their employees’ needs face the risk of higher turnover rates as their staff members leave for healthier environments.

Recent studies show that more than half of Americans are unhappy in their jobs.² To counteract low job satisfaction, businesses should consider the holistic needs of employees. By implementing workplace wellness initiatives, you can help the people on your team feel more fulfilled and support their overall health.

Whether you’re a business owner or simply an employee who wants to make a difference in your co-workers’ lives, these ideas will put you on the right track to a robust wellness program in your workplace.

ESTABLISH A WELLNESS COMMITTEE

If you’re launching a company-wide initiative, employees should give their input. After all, the decisions made will impact them directly. In a wellness committee made up of staff members, the people planning the initiatives should know the ins and outs of your business, which can enable them to determine the most effective ways to run the wellness program.

As you recruit team members to head up your wellness committee, try to include people who represent your entire workforce. This means full-time employees, part-time employees, managers, and front-line workers. Where possible, have people from a wide variety of demographics, including age, race, and gender. Your committee should be diverse enough to provide creative input while still focusing on making the best decisions for employee wellness.

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Putting together a wellness committee can inspire your team to take ownership of company health programs. These are a few ways your committee can make an impact and drive success for the entire business:³

- 1 / They can generate enthusiasm for your program before it launches.
- 2 / They can help decide which incentives will be most effective at increasing participation.
- 3 / They can come up with promotional posters and flyers to inspire excitement for upcoming activities.
- 4 / They can answer employees' questions about goals, benefits, participation, and more.
- 5 / They can track success stories for your leadership to monitor the effectiveness of your wellness initiatives.

PLAN REGULAR FITNESS ACTIVITIES

When people are in an office for 40 hours every week, it can be hard to find time for physical activity. The U.S. Department of Health and Human Services recommends that adults get at least 150 minutes of moderate-intensity physical activity or 75 minutes of vigorous physical activity weekly.⁴ Incorporating some of those minutes into office breaks not only helps people reach activity goals but also provides an opportunity for employees to step away from their work and reset their minds and bodies.

No matter how big or small your company is, there are plenty of activities you can implement throughout the week to promote physical fitness. Consider some of these ideas:⁵

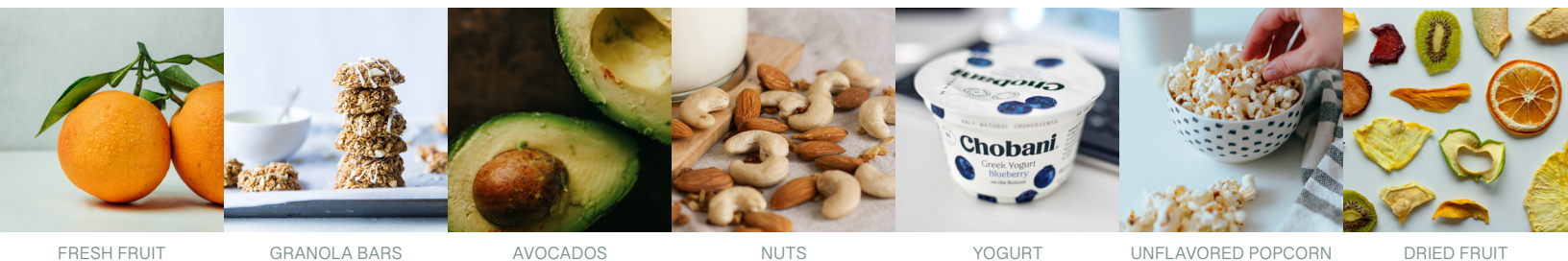
- **Office stretches**
- **Chair/desk exercises**
- **Short yoga practices**
- **Stairstep activities**
- **Small-group walking discussions**

Studies have shown that exercise is not only important for physical health, but it can help improve emotional health, build social connections, lower stress levels, and even boost the immune system.⁶ As more people get involved in your wellness initiatives, consider offering 20- or 30-minute classes that employees can attend during breaks. Anything from Zumba to Pilates can provide your team with organized opportunities to build relationships with each other and improve their fitness levels.

OFFER NUTRITIOUS SNACKS

One commonly overlooked wellness initiative is the availability of quality snacks in the office. Giving your employees access to healthy, enjoyable food can have a significant impact on morale. One study found that 38% of U.S. workers ranked office food as one of their top three employment perks.⁷

Are there nutrient-rich snacks available in your workplace? If you want to support your team's health, consider these common, easy options that can provide sustenance to your employees:⁸



Healthy snacks can boost moods, improve focus, support energy levels, and create opportunities for employees to build relationships.⁹ Providing free snacks in the breakroom is also a small gesture to show your team how much you appreciate them and care about their wellness.

LAUNCH A STRESS-MANAGEMENT INITIATIVE

Many employees experience significant stress at work. In fact, 85% of people say their job-related stress is so overwhelming that it's affecting their home lives as well.¹⁰ Mental well-being is a core aspect of holistic health, which is why investing in stress management initiatives is important for any business. Here are a few ways you can make sure your team has healthy ways of coping with stress:

1. Invest in Employee Assistance Plan Programs

Your team members should know what to do when they need help and have resources to turn to during stressful times. Investing in an Employee Assistance Plan, also known as an "EAP program," can assist in providing confidential resources. These programs comprised of trained professionals can be offered by outside companies or maintained in-house. EAP programs can provide employees who are experiencing difficulties in their work or personal lives the opportunity to receive mental health services from licensed mental health professionals or a referral to one. In some cases, these plans can also offer employees help with legal and financial assistance, wellness programs like smoking cessation, and other supportive services.¹¹ In the wake of the COVID-19 pandemic, experts predict the demand for mental health support will rise.¹² Legally sound and compliant EAP programs with in-

person, referral-based, or online resources, like virtual mental health services, will help ensure your employees can maintain their privacy and still seek the support they need.

2. Provide Stress Management Training

You may have regular safety training or educational conferences every year. Similarly, stress management training should also be a priority. Consider investing in an online educational resource that employees can complete in their own time. You can also implement occasional review meetings to discuss the stress management training, answer questions, and address concerns.

3. Foster Open Communication

A healthy workplace is one where employees feel free to be honest with their managers and with each other. Create unity among your team by intentionally learning their names, asking their opinions, and showing them you care about what they think. When your employees know they're safe to approach you, you'll be able to identify sources of stress and equip your team to find healthy solutions.

BEGIN TEAM WELLNESS CHALLENGES

Wellness challenges ignite the competitive spirits on your team and create incentives for people to get involved in healthier lifestyles.¹³ With the help of your wellness committee, your workplace can come up with a schedule of specific initiatives and a few rewards to give to winners. If you're not sure what type of challenge to implement, survey your employees to get their opinions. Some ideas include:

- Hydration challenge
- Steps challenge
- Weekly running challenge
- Nutrition challenge
- Daily meditation challenge

Bringing your team together through a group activity benefits both employee wellness and group camaraderie, which can result in a healthier work environment.

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Conclusion **Launching Workplace Wellness Initiatives**

————— When you invest in employees' well-being, you get the opportunity to reap the benefits of increased productivity, improved morale, and healthier habits. If you haven't established long-term wellness initiatives in your workplace, it might be time to take the leap. Arrange new trainings, challenges, and traditions to help ensure your team's ongoing enthusiasm for their work.

At Trinity School of Natural Health, we offer comprehensive educational programs that will train your staff to provide more credible recommendations and support. Our programs also help them be more in touch with their own health and your business's clients and customers. To learn more or talk with an enrollment specialist, call 800-428-0408, option 2.

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