Aligning People, Place and Purpose for Meaningful Wellness Interventions
Sara Martin Rauch, MS
VISION

Be a transformative force that improves the health and well being of all working people.

MISSION

WELCOA will recognize, educate, and provide tools and resources to improve behaviors, cultures, and the organizations we serve.
CONTROL RISK  MINIMIZE COST  TAKE CARE OF EMPLOYEES
85% of U.S. employers with more than 1,000 employees offer a wellness program*

but only 60% of employees in these companies are aware that their company offers a wellness program**

and only 40% of employees who are aware of the program actually participate in it**

THE BOTTOM LINE: Only 24% of employees at companies that offer a wellness program participate in it.

*Source: RAND Health: Workplace Wellness Programs Study 2012
**Source: Gallup U.S. Panel Members
$43,603,560
Inspirational Wellness Through Supportive Cultures

P4: PEOPLE, PLACE, PURPOSE & PERFORMANCE

Inspirational Outreach: Health, Employee Engagement, Lifestyle Management, Nutrition, Physical Activity

1. WATCH
2. QUIZ
3. EVALUATE

You must be logged in with a WELCOA account to view all available courses and complete the quiz.

ABOUT THIS COURSE

Traditional wellness programs have focused primarily on improving biometric markers among participants. While it is undeniable that our industry has done great work to improve health, this approach has yielded low program participation, questionable long-term gains, and can be costly to implement. Fortunately, health promotion programs have begun to evolve and adopt a more holistic approach. Learn a new model for conceptualizing the wellness programs of tomorrow.

Led by WELCOA President Ryan Pincus, the P4 model of People, Place, Purpose and Performance provides a framework for building strong organizational cultures that improve health, create conditions for employees to succeed and ultimately choose wellness for themselves.

EARN CEU ACCREDITATION
People
PEOPLE

- The Employee Lifecycle
- Employee Assistance Programs
- Organizational Development & Training
- Safety
- Health & Wellness
Wellstream
Health Risk Assessment

INSTRUCTIONS

This personal health assessment should take only 10 to 15 minutes to complete. Your participation is completely voluntary. By completing this health survey, you will receive important feedback concerning your health status and what you can do to become healthier. Please answer all questions and complete the survey to the best of your ability. Your information and personal responses will be kept strictly confidential.

○ Use a Number 2 pencil only.
○ Print clearly in the boxes and make heavy black marks, filling the ovals completely.
○ Erase changes cleanly, and do not make any stray marks.
○ Do not fold or wrinkle the questionnaire.

Proper Mark
Improper Marks

NAME AND ADDRESS — PRINT CLEARLY

<table>
<thead>
<tr>
<th>*FIRST NAME</th>
<th>*LAST NAME</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>*HOME ADDRESS</th>
<th>APARTMENT #</th>
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</thead>
</table>

<table>
<thead>
<tr>
<th>*CITY</th>
<th>*STATE</th>
<th>*ZIP</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>DAYTIME PHONE</th>
<th>EVENING PHONE</th>
</tr>
</thead>
</table>
1. In the last 30 days, how often have you felt tense, anxious or depressed?
   □ Almost every day
   □ Sometimes
   □ Rarely
   □ Never

2. To what would you attribute the majority of your stress?
   CHECK ALL THAT APPLY
   □ Family
   □ Work
   □ Finances
   □ Health

3. In general, how would you rate your physical health?
   □ Excellent
   □ Very Good
   □ Good
   □ Fair
   □ Poor

4. How often do you experience back pain that interferes with your ability to perform work and non-work tasks?
   □ Never
   □ Sometimes
   □ Often
   □ Always
YOUR HRA FEEDBACK

- Quit smoking or die!
- Eat better or die!
- Get moving or die!
Schedule regular leadership meetings that focus on alignment among safety, health promotion, and other employee-focused initiatives.
Place
Place

- Supportive environments for health promotion
- The water we’re swimming in
Environment

En: To cause.
Viron: To enclose or draw a circle around.
Ment: A resulting state
The Story of
Bob & Linda
SAFETY FIRST

KEEP FLOORS FREE OF OIL & GREASE

KNIFE SAFETY

Do not try to catch a falling knife.

Knives are picked up by the handle not the blade.

Knives are kept sharpened for ease of use.

Wire mesh gloves are worn when cleaning knives.

Clean, sanitised cutting boards are available and available.

Don't:

- Touch knife blades.
- Try and catch a falling knife, let it fall.
- Hand a knife to someone. Put it down on the counter and let him or her pick it up.
- Leave a knife soaking in a sink of water.
- Talk to people while using a knife.

Using Knives Safely

- Keep knives sharp
- Cut away from body
- If knife falls, jump back and let it drop
- Wash separately from other
WELLNESS
Wellness means being healthy in body and mind.

EAT WELL, STAY FIT
By Megan Yuan
Grade 10, Staten Island Technical High School
Teacher: Linda Genta
Principal: Vincent Manassero

You are WHAT YOU EAT.
How you feel directly relates to what you eat. Be the most incredible you - think about what you eat.

Your STOMACH is NOT a GARBAGE CAN

LUNCH & LEARN
We get it: healthy eating can be hard sometimes, and it’s an even bigger struggle when you’re busy. Join us for the March Lunch & Learn to discover how you can stick with healthy eating even when you don’t have time.
We Do This Every Day
Identify the ways in which your environment is working against you (ask your people).
Delos Well Building Standard

https://www.wellcertified.com/
Grounded in a body of medical research

Connection between buildings and the health and wellness of their occupants

Seven concepts related to occupant health in the built environment
WELCOA Resources

The Exciting World of Well Building

Human Health & Wellness in the Built Environment
What You Need to Know about the Well Living Lab

Expert interviews with Paul Scialla and Dr. Brent Bauer
Purpose
The need for purpose is one the defining characteristics of human beings. Human beings crave purpose, and suffer serious psychological difficulties when we don’t have it. Purpose is a fundamental component of a fulfilling life.

—Steven Taylor, The Power of Purpose: Why Purpose Is So Important For Our Well-Being
Sense of Purpose
Investment Performance of Firms of Endearment Companies versus S&P 500 and Good to Great companies, 1998-2013
(cumulative total returns)
Two Types of Value-Affirmation: Implications for Self-Control Following Social Exclusion

Aleah Burson¹, Jennifer Crocker², and Dominik Mischkowski²

Abstract
The authors tested the hypothesis that affirming self-transcendent values attenuates negative consequences of self-threat better than affirming self-enhancement values. If value-affirmation buffers against threat because it bolsters the self, then affirming either a self-transcendent or self-enhancement value should similarly prevent typical decreased self-control after exclusion. However, if value-affirmations buffer the effects of threat because they promote self-transcendence, then affirming values related to self-transcendence should provide a better buffer against decreased self-control after exclusion. Ninety-two undergraduate students received either intentional or unintentional social exclusion. Participants then affirmed either a self-transcendent or self-enhancement value, or wrote about their daily routine. Consistent with predictions, participants ate more cookies when they were intentionally rather than unintentionally excluded; this effect was attenuated by affirming an important value, especially a self-transcendent value. This suggests that value-affirmation may be a particularly effective method of coping with self-threats when it increases self-transcendence.

Keywords
self-control, value-affirmation, social exclusion, ego threat, self-transcendence
92 College Students

Social Exclusion

**INTENDED**
“You weren’t picked.”

**UNINTENDED**
“You were picked... but randomly chosen to work alone”
“Please taste-test these cookies”
Ego threat by type of value affirmed on self-regulatory exertion

EGO THREAT

<table>
<thead>
<tr>
<th>Self-Transcendent Values</th>
<th>Self-Enhancement Values</th>
<th>Daily Routine (no values)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.8</td>
<td>4.9</td>
<td>8.2</td>
</tr>
</tbody>
</table>

NO EGO THREAT

<table>
<thead>
<tr>
<th>Self-Transcendent Values</th>
<th>Self-Enhancement Values</th>
<th>Daily Routine (no values)</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.3</td>
<td>4.8</td>
<td>4.0</td>
</tr>
</tbody>
</table>

# OF COOKIES EATEN
Self-Affirmation and Health
Do one thing to help employees tap into higher purpose at work.
50% reduction in accidents
A NEW DIRECTION FOR FULL ENGAGEMENT & HEALTH
Creating Purpose in Life

IN THIS COURSE
- Part 1. Introduction
  - Introduction: Achieving Purposeful Health Promotion
- Part 2. The Five Pillars
- Part 3. Conclusion

ABOUT THIS COURSE
Most wellness professionals are positive about why we should think about how to integrate the workplace into workplace wellness. This psychological state-influences productivity, which in turn increases in in-role, and it reduces stress.

EARN CEU CREDITS
Earn CEU credits by completing this course and then instantly accessible on the site.
HELP PPL
ACHIEVE THEIR FULL POTENTIAL AT WORK
THANK YOU

Stay in touch.

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