



WELLNESS INITIATIVES – WISDOM FROM OUR WORKSHOPS

Thank you to the participants of the Be a Wellness Leader Workshops for your program ideas!

- Provide the Be a Wellness Leader training
- Incorporate wellness issues into training for employees and staff meetings
- Publish a workplace wellness newsletter
- Discuss mental health issues in the workplace
- Conduct a workplace wellness assessment to identify risk factors that affect employees' health and safety
- Conduct a stress management workshop
- Bring a guest speaker to talk about stress and wellness
- Clarify expectations

- Start a running, walking, biking, hiking, gym club
- Provide workplace Yoga classes
- Provide time for stress relief break or team coffee time
- Set aside time for mindfulness training
- Start a Fitness Challenges program for employees
- Provide information about healthy lifestyles at lunch time or on agency's website
- Subsidize memberships for employees at health and fitness centres
- Create a poster with tips for positive thinking
- Encourage employees to take mini-breaks throughout the day

- Schedule time and organize team building activities
- Provide opportunities for employees to meet and walk with others during lunch
- Have a 24/48 hour rule for conflict resolution
- Provide orientation for new staff
- Implement a mentorship program
- Organize team meetings so that other departments/teams can come and share ideas
- Regularly ask for inputs from staff to build a better team
- Role play real scenarios to resolve work conflicts
- Recognize and reward

- Encourage the use of Employee Assistance Program (EAP)
- Ensure that the Health and Safety Committee addresses all wellness concerns
- Create a wellness newsletter and handbook with information on how to use available resources to keep healthy
- Develop a policy that promotes the well-being of employees
- Develop a toolkit of resources
- Make a list of online wellness resources
- Post on billboard and online information about agency's benefits and resources available to employees
- Create flexible working hours and work arrangements

- Incorporate wellness issues into training for employees and staff meetings
- Provide opportunities for employees to share tips and strategies for managing and coping with stress
- Share success stories and provide recognition within team
- Research and incorporate best practices
- Provide time for telling and role-playing wellness stories in staff meetings, and publish those stories in agency's board or newsletter
- Put up a wellness wall where employees can post healthy eating tips, exercise routines, etc.

Wellness Committee
Initiates, implements and evaluates wellness programs

Wellness Ideas/Initiatives
Built on and evaluated against the five Wellness Pillars

Five Wellness Pillars
Goals for developing new initiatives and evaluating them

Wellness Cycle
Must be followed to achieve excellence in programs and continuously improve

Know Your Challenges

Support for Self-Care

Build a Strong Team

Improve Resource Efficiency

Communicate Wellness Ideas

4. REVIEW, EVALUATE, AND PLAN FOR THE NEXT INITIATIVE

3. IMPLEMENT AND MANAGE THE INITIATIVE

2. PLAN FOR THE INITIATIVE

1. ASSESS AND ANALYZE WELLNESS NEEDS