

Wellness on the Run Webinar

Positive thinking, positive health: Tips to combat workplace stress and negativity.

August 15, 2018



Welcome

Today's presentation will begin shortly.

- In order to hear the audio for this presentation, please turn up your speakers.
- If you'd like to ask a question, please use the **Q&A area** of the console.
- A PDF of the presentation and other relevant resources are available under the **Resource Widget** at the bottom of the screen.
- To resize the presentation, just drag the lower right corner of the slide area.
- If you need help during the event, please click on the **Question Mark Widget** at the bottom of the screen.

A photograph of two men in business attire. The man on the left is seated at a desk, looking towards the right. The man on the right is standing behind him, also looking towards the right. They appear to be in a meeting or collaborative work environment. The background is bright and out of focus.

Agenda

- Impacts of workplace stress
- Signs of stress in the workplace
- Creating a positive work environment
- Tools to rewire your brain
- Programs and resources

Impacts of workplace stress

Job related stress costs billions of dollars every year.

It leads to more:

- Absenteeism
- Medical expenses
- Workers compensation claims



What's the cause of the largest excess health-care costs?

High job demands

Totaling \$46 billion in excess health-care costs a year.¹



The price to employers for permitting such a work environment..

\$500 billion in lost productivity annually.²

¹ <https://www.forbes.com/sites/stephaniedenning/2018/05/04/what-is-the-cost-of-stress-how-stress-is-the-business-worlds-silent-killer/#19762aa76e06>

² <https://www.benefitspro.com/2017/10/20/workplace-stress-costing-employers-500-billion-ann/?slreturn=20180631133710>

Signs of stress in the workplace



80% of workers feel stress on the job.

Nearly half say they need help in learning how to manage stress.¹

- Are employees working through lunch?
- How often do your employees take their work home?
- Does the work produced seem rushed, unpolished or below standard?
- Have you noticed employees being emotional, sensitive or angry?
- Are your employees engaged in meetings?

¹ <https://www.stress.org/wp-content/uploads/2011/08/2001Attitude-in-the-Workplace-Harris.pdf>
<https://www.bupahealthierworkplaces.com.au/employer/workplace-stress-management-strategies/>

Key elements to creating a positive work environment

- Build trust, walk the talk
- Positive communication
- Setting expectations and needs
- Recognition and rewards
- Team work
- Finding meaning in your work
- Accepting responsibility

Ways to reframe our brains

We are what we think...

- Meditation
- Mindfulness
- Gratitude
- Resiliency

Tips:

- Leadership buy-in and leading by example are key.
- A little bit of encouragement goes a long way.



Meditation

Meditation is the practice of setting aside time to do something that's good for yourself.

There are many forms of meditation

It encompasses a diversity of mental practices that train different skills and different parts of the brain.

Workplace tips:

- Weekly meditation settings
- Quiet spaces
- Meditation walks
- Guided meditation
- Employee support

Mindfulness



One of the central ideas in meditation.

- It focuses one's attention on the present moment.
- Builds self-awareness.

It can lead to...

- Improved emotional and mental health
- Behavior change

Workplace tips:

- Set up mindful reminders
- Allow time for short mindful breaks
- Avoid multitasking
- Switch off distractions
- Keep time journals

Gratitude

The practice of recognizing the good things in your life and saying thank you

Keys to gratitude at work

- Must be embraced by leaders¹
- Has to be a part of the culture¹
- Aim for quality, not quantity²
- Provide many opportunities for gratitude²



Practice examples:

- 2 week gratitude challenge
- Appreciation wall

¹ https://greatergood.berkeley.edu/article/item/how_gratitude_can_transform_your_workplace

² https://greatergood.berkeley.edu/article/item/five_ways_to_cultivate_gratitude_at_work

Build your resiliency skills

- Adaptability
- Separate out what you can and can't control
- Continual learning
- Sense of purpose
- Knowing how to leverage support and appropriate resources

We all have lots of things going on in our life; it's a matter of building our personal resources so that we have the tools to keep us moving and successful as well.

Employee Assistance Program (EAP)*

With this simple and comprehensive program, employees and their household members can receive help with a wide range of personal and work-related matters.

- 24/7 Counseling Services
- Financial Consultation
- Identity Protection & Recovery
- Legal Consultation
- Web & Mobile Tools
- Child & Eldercare Resources
- myStrength
- Wellness seminars for employees
- Critical Incident Response services
- Consultation with supervisors and HR

myStrength*



A “health club for the mind” myStrength offers tools and resources to help manage stress, anxiety, depression, chronic pain, insomnia and other concerns related to emotional wellbeing.

Members can access myStrength via a link on the EAP website. Once on myStrength members can:

- Complete a wellness assessment
- Set up a customized home page
- Utilize the mood tracker
- Engage with the eLearning modules
- Track progress
- And more!

LiveHealth Online

Seeking help is a big step. That's why we've made it easy and convenient..

LHO EAP

- Members call the EAP toll free number for information and access to LHO EAP.
- Appointments are available within four days .
- EAP counseling sessions are at no cost to the member. And, there is no need to file a claim.
- Continuity of care with the same counselor using LHO Psychology.

LiveHealth Online (LHO) is a 50-state solution offering counseling via computer, tablet or smartphone.

Resources you can use

Time Well Spent

- Health Kits – including “Emotional Health Kit”
- Employer webinar archive
- Tips and tools to build and implement wellness plans
- Member education and resources
- www.timewellspenthome.com

Practice gratitude

- <https://greatergood.berkeley.edu/topic/gratitude/definition#what-is>

Mindfulness and meditation

- <https://www.stopbreathethink.com/>

2018 DocTalks

Your employees can get health tips with our free DocTalk webinars!

DocTalk webinars are available to all members and their spouses.

October 9, 2018 12:00 pm. & 3:00 p.m. EDT	Health Literacy – How to Communicate With Doctors and Manage Your Care Presenter: Dr. Michael Eleff Anthem Regional Vice President and Medical Director
December 11, 2018 12:00 pm. & 3:00 p.m. EDT	Video Doctor Visits with LiveHealth Online Presenter: Sharon S. Boose Sales Director, LiveHealth Online

Employees can register at webinars.on24.com/doctalk/register2018.

Questions

