

## Implementing a Workplace Wellness Program

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### Wellness is...

- Comprised of six areas of influence that affect your life every day.
- PIECES™ continuum is unique for each individual
- Combines the -
  - *person-centered (my responsibility)*
  - *patient-centered (in the hands of expert)*
  - *others-centered (their responsibility)*
 views of health promotion

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### Person-centered components of the PIECES continuum

- Physical component:
  - how to keep the body safe & healthy
- Intellectual component:
  - learn how to stay safe & healthy
- Emotional component:
  - manage emotional responses

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**Physical health**

Challenges to keeping the body safe and healthy:

- Obesity
- Chronic disease
- Lack of strength & flexibility
- Repetitive use injuries
- Weakened immune systems

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**Intellectual health**

Challenges to teaching & learning about safety and health:

- Educational attainment
- Literacy
- Willingness to learn
- Opportunities for education
- Burnout

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**Emotional health**

Challenges to managing emotional responses to safety and health situations:

- Current or historical mental health conditions
- “Buried” emotions
- “Over-active” emotional responses
- Emotional triggers

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**Patient & Others-centered components of the PIECES**

- Community component
  - the role of interpersonal relationships
- Environmental component
  - the role of natural and synthetic objects
- Spiritual component
  - corporate culture, norms, values

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**Community health**

Challenges to managing the safety and health of your organization's people:

- Complex interrelationships
- Communication break-down
- Conflict avoidance & resolution limits
- Personality clashes & power struggles
- Family & personal problems

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**Environmental health**

Challenges to a creating a safe and healthy environment:

- Equipment management
- Ergonomic tools
- Survival basics (air, water, food)
- Availability of healthy resources

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**Spiritual health**

Challenges to establishing employee loyalty:

- Lack of commitment
- No incentive to get involved
- “Do as I say, not as I do” leadership style
- Thankless corporate culture

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**What next?**

- Cost
- Resources
- Design
- Implementation
- Incentives
- Evaluation

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**Pay Now or Pay Later...**

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Setting the wheels in motion

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Thank You

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