

types of wellness programs

Types of Wellness Programs: A Comprehensive Guide to Boosting Employee and Personal Well-being

Feeling overwhelmed? Stressed out? Wishing you had more energy and focus? You're not alone. In today's fast-paced world, prioritizing wellness is no longer a luxury—it's a necessity. This comprehensive guide dives deep into the diverse world of wellness programs, exploring various types and their benefits. Whether you're an employer looking to boost employee morale and productivity or an individual seeking to improve your overall well-being, this post will equip you with the knowledge to choose the right wellness program for your needs. We'll cover everything from stress management techniques to financial wellness initiatives, helping you navigate the options and find the perfect fit. Let's explore the many avenues to a healthier, happier you!

Understanding the Importance of Wellness Programs

Before we delve into the specific types of wellness programs, let's establish why they're so crucial. Wellness programs are designed to promote physical, mental, and emotional health. They go beyond simply addressing health problems; they actively work to prevent them and foster a proactive approach to well-being. The benefits are multifaceted:

For Individuals: Improved physical health, reduced stress and anxiety, increased energy levels, enhanced mental clarity, improved sleep, and a greater sense of purpose and fulfillment.

For Employers: Increased productivity and efficiency, reduced absenteeism and healthcare costs, improved employee morale and engagement, stronger company culture, and a more positive work environment.

Investing in wellness, whether personally or professionally, is an investment in a brighter, healthier future.

Types of Wellness Programs: A Detailed Exploration

The world of wellness programs is vast and varied. Here's a breakdown of some of the most common and effective types:

1. Physical Wellness Programs:

These programs focus on improving physical health through various activities. Examples include:

Fitness initiatives: Gym memberships, on-site fitness centers, group fitness classes (yoga, Zumba, spin), walking challenges, and subsidized fitness trackers.

Nutrition education and programs: Workshops on healthy eating, cooking classes, access to registered dietitians, and weight management programs.

Health screenings and preventative care: Blood pressure checks, cholesterol screenings, flu shots, and cancer screenings. These programs often incorporate biometric screenings to identify potential health risks early.

2. Mental Wellness Programs:

Mental health is just as important as physical health. These programs address stress, anxiety, and depression:

Stress management programs: Mindfulness training, meditation classes, yoga, breathing exercises, and stress reduction workshops.

Mental health awareness campaigns: Educating employees or individuals about mental health conditions, reducing stigma, and promoting help-seeking behavior.

Employee Assistance Programs (EAPs): Confidential counseling services, often offered through third-party providers, to address personal and work-related issues.

Cognitive Behavioral Therapy (CBT) workshops: Practical skills training to manage negative thoughts and behaviors.

3. Financial Wellness Programs:

Financial stress is a significant contributor to overall stress levels. These programs provide resources to improve financial well-being:

Financial literacy workshops: Education on budgeting, saving, investing, debt management, and retirement planning.

Access to financial advisors: Personalized guidance on financial matters.

Debt management programs: Assistance in reducing and managing debt.

4. Social Wellness Programs:

Strong social connections are vital for overall well-being. These programs foster community and belonging:

Team-building activities: Events designed to improve communication, collaboration, and teamwork.

Social clubs and groups: Opportunities for employees or individuals to connect with others who share common interests.

Volunteer opportunities: Engaging in community service to foster a sense of

purpose and connection.

5. Spiritual Wellness Programs:

This aspect focuses on finding meaning and purpose in life:

Mindfulness and meditation practices: Connecting with inner peace and self-awareness.

Yoga and other mindful movement practices: Combining physical activity with mental and spiritual focus.

Spiritual growth workshops: Exploring personal values, beliefs, and purpose.

Choosing the Right Wellness Program for You

The best wellness program depends on individual needs and goals. Consider your current health status, lifestyle, and priorities when making your selection. Don't be afraid to experiment with different approaches to find what works best for you. Many programs offer a combination of elements, addressing multiple aspects of well-being simultaneously. For employers, understanding employee preferences and needs is crucial for creating a successful and engaging wellness program.

Conclusion

Prioritizing wellness is an investment in a healthier, happier, and more productive life. The diverse range of wellness programs available offers something for everyone. By understanding the different types of programs and their benefits, you can take proactive steps to improve your overall well-being. Whether it's incorporating physical activity, managing stress, or improving your financial health, remember that even small changes can make a significant impact. Start your journey towards a healthier and happier you today!

FAQs

1. Are wellness programs only for employees? No, wellness programs are beneficial for individuals of all backgrounds, whether employed or not. Many resources are available to the general public.
1. How much do wellness programs cost? The cost varies greatly depending on the type of program and its features. Some programs are free or low-cost, while others can be quite expensive.

1. How can I measure the success of a wellness program? Success can be measured through various metrics, including employee participation rates, improvements in health indicators (e.g., blood pressure, weight), and reductions in absenteeism and healthcare costs.

1. What if I don't have time for a structured wellness program? Even small changes can make a difference. Incorporate short bursts of activity throughout your day, practice mindfulness for a few minutes each day, and make conscious choices about your diet.

1. Can wellness programs help with chronic conditions? While wellness programs are not a replacement for medical treatment, they can be a valuable complement to managing chronic conditions by promoting healthy habits and improving overall well-being.

types of wellness programs: Corporate Wellness Programs Ronald J. Burke, Astrid M. Richardsen, 2014-11-28 øCorporate Wellness Programs offers contributions from international experts, examining the planning, implementation and evaluation of wellness initiatives in organizations, and offering guidance on how to introduce these programs in to the workplace.

types of wellness programs: Workplace Wellness Programs Study Soeren Mattke, Hangsheng Liu, John P. Caloyeras, Christina Y. Huang, Kristin R. Van Busum, 2013 The report investigates the characteristics of workplace wellness programs, their prevalence and impact on employee health and medical cost, facilitators of their success, and the role of incentives in such programs. The authors employ four data collection and analysis streams: a literature review, a survey of employers, a longitudinal analysis of medical claims and wellness program data from a sample of employers, and five employer case studies.

types of wellness programs: Building a Resilient Workforce Institute of Medicine, Board on Health Sciences Policy, Planning Committee on Workforce Resiliency Programs, 2012-07-18 Every job can lead to stress. How people cope with that stress can be influenced by many factors. The Department of Homeland Security (DHS) employs a diverse staff that includes emergency responders, border patrol agents, federal air marshals, and policy analysts. These employees may be exposed to traumatic situations and disturbing information as part of their jobs. DHS is concerned that long-term exposure to stressors may reduce individual resilience, negatively affect employees' well-being, and deteriorate the department's level of operation readiness. To explore DHS workforce resilience, the Institute of Medicine hosted two workshops in September and November 2011. The September workshop focused on DHS's operational and law enforcement personnel, while the November workshop concentrated on DHS policy and program personnel with top secret security clearances. The workshop brought together an array of experts from various fields including resilience research, occupation health psychology, and emergency response. Building a Resilient Workforce: Opportunities for the Department of Homeland Security: Workshop Summary: Defines workforce resilience and its benefits such as increased operational readiness and long-term cost

savings for the specified population; Identifies work-related stressors faced by DHS workers, and gaps in current services and programs; Prioritizes key areas of concern; and Identifies innovative and effective worker resilience programs that could potentially serve as models for relevant components of the DHS workforce. The report presents highlights from more than 20 hours of presentations and discussions from the two workshops, as well as the agendas and a complete listing of the speakers, panelists, and planning committee members.

types of wellness programs: Rule the Rules of Workplace Wellness Programs Barbara J. Zabawa, JoAnn M. Eickhoff-Shemek, 2017

types of wellness programs: Workplace Wellness that Works Laura Putnam, 2015-06-08 A smarter framework for designing more effective workplace wellness programs Workplace Wellness That Works provides a fresh perspective on how to promote employee well-being in the workplace. In addressing the interconnectivity between wellness and organizational culture, this book shows you how to integrate wellness into your existing employee development strategy in more creative, humane, and effective ways. Based on the latest research and backed by real-world examples and case studies, this guide provides employers with the tools they need to start making a difference in their employees' health and happiness, and promoting an overall culture of well-being throughout the organization. You'll find concrete, actionable advice for tackling the massive obstacle of behavioral change, and learn how to design and implement an approach that can most benefit your organization. Promoting wellness is a good idea. Giving employees the inspiration and tools they need to make changes in their lifestyles is a great idea. But the billion-dollar question is: what do they want, what do they need, and how do we implement programs to help them without causing more harm than good? Workplace Wellness That Works shows you how to assess your organization's needs and craft a plan that actually benefits employees. Build an effective platform for well-being Empower employees to make better choices Design and deliver the strategy that your organization needs Drive quantifiable change through more creative implementation Today's worksite wellness industry represents a miasma of competing trends, making it nearly impossible to come away with tangible solutions for real-world implementation. Harnessing a broader learning and development framework, Workplace Wellness That Works skips the fads and shows you how to design a smarter strategy that truly makes a difference in employees' lives—and your company's bottom line.

types of wellness programs: Fostering Wellness in the Workplace Bobbi L. Newman, 2022-01-24 Whether you're an administrator or library leader concerned about the health and well-being of your team, or a library worker excited to launch a health and wellness movement in your library, you'll find sensible guidance and inspiration in Newman's handbook. As part of their dedication to improving the lives of their patrons, libraries have long offered services, programs, and outreach dedicated to the health and wellness of their communities. There is a growing recognition that library workers themselves are in urgent need of such attention; low morale, and complaints of burnout and a toxic work environment, are only a few of the obvious symptoms. The good news is that by turning inward, libraries can foster wellness in their workplace and make a real difference in the day-to-day lives of their staff. Newman, who has led a popular course on the subject attended by workers from many types of different libraries, here takes a holistic approach to examine why and how libraries should focus on improving the health and wellness of employees. Filled with hands-on advice, examples of successful initiatives, and suggested action steps, in this book readers will learn how to define health and wellness, including its physical, psychological, and social aspects, and why they touch upon nearly everything that happens in the workplace; what a workplace looks like when it strives to ensure the complete physical, mental, and social well-being of workers, and the ways in which this approach to a work environment benefits both the library and the community it serves; the role played by the physical aspects of the workplace, such as the ergonomics of sitting and standing desks, the effects of air quality and smell on worker health and productivity, and noise levels stemming from open plan workspaces; about key policies relating to wages, working schedules, where employees work, and child and elder care; real-world advice on addressing complicated workplace issues like emotional and invisible labor, with a look at the part that

burdensome or indifferent policies and practices can play in contributing to compassion fatigue and burnout; ways to make healthy choices for oneself and encourage healthy choices in co-workers and staff; concrete, evidence-based steps that libraries can take to improve workplace wellness; how to make a lasting difference by focusing on one aspect they can change personally and one that they can advocate changing library wide.

types of wellness programs: NSCA'S Essentials of Tactical Strength and Conditioning NSCA-National Strength & Conditioning Association, 2017-01-27 NSCA's Essentials of Tactical Strength and Conditioning is the ideal preparatory guide for those seeking TSAC-F certification. The book is also a great reference for fitness trainers who work with tactical populations such as military, law enforcement, and fire and rescue personnel.

types of wellness programs: Integrating Employee Health Institute of Medicine, Food and Nutrition Board, Committee to Assess Worksite Preventive Health Program Needs for NASA Employees, 2005-09-29 The American workforce is changing, creating new challenges for employers to provide occupational health services to meet the needs of employees. The National Aeronautics and Space Administration (NASA) workforce is highly skilled and competitive and employees frequently work under intense pressure to ensure mission success. The Office of the Chief Health and Medical Officer at NASA requested that the Institute of Medicine review its occupational health programs, assess employee awareness of and attitude toward those programs, recommend options for future worksite preventive health programs, and ways to evaluate their effectiveness. The committee's findings show that although NASA has a history of being forward-looking in designing and improving health and wellness programs, there is a need to move from a traditional occupational health model to an integrated, employee-centered program that could serve as a national model for both public and private employers to emulate and improve the health and performance of their workforces.

types of wellness programs: The Stop & Go Fast Food Nutrition Guide Steven G. Aldana, 2007 The Stop & Go Fast Food Nutrition Guide shows you how to navigate the fast food maze and choose foods that are actually good for you. The guide uses the colors of the stop light (red, yellow, and green) to help individuals choose foods that lead toward or away from good health. The Stop & Go Fast Food Nutrition Guide is the only guide that shows you how to navigate the fast food maze and identify fast foods that are actually good for you. With the help of a nationally recognized panel of nutrition experts, Dr. Aldana has color coded almost 3,500 fast foods from 68 different restaurants. Now you can sort through the fast food maze and select the healthy foods and avoid the unhealthy ones. Keep the guide in your glove box for easy access.

types of wellness programs: Commercial Motor Vehicle Driver Fatigue, Long-Term Health, and Highway Safety National Academies of Sciences, Engineering, and Medicine, Transportation Research Board, Division of Behavioral and Social Sciences and Education, Board on Human-Systems Integration, Committee on National Statistics, Panel on Research Methodologies and Statistical Approaches to Understanding Driver Fatigue Factors in Motor Carrier Safety and Driver Health, 2016-09-12 There are approximately 4,000 fatalities in crashes involving trucks and buses in the United States each year. Though estimates are wide-ranging, possibly 10 to 20 percent of these crashes might have involved fatigued drivers. The stresses associated with their particular jobs (irregular schedules, etc.) and the lifestyle that many truck and bus drivers lead, puts them at substantial risk for insufficient sleep and for developing short- and long-term health problems. Commercial Motor Vehicle Driver Fatigue, Long-Term Health and Highway Safety assesses the state of knowledge about the relationship of such factors as hours of driving, hours on duty, and periods of rest to the fatigue experienced by truck and bus drivers while driving and the implications for the safe operation of their vehicles. This report evaluates the relationship of these factors to drivers' health over the longer term, and identifies improvements in data and research methods that can lead to better understanding in both areas.

types of wellness programs: Field Trials of Health Interventions Peter G. Smith, Richard H. Morrow, David A. Ross, 2015 This is an open access title available under the terms of a CC BY-NC

4.0 International licence. It is free to read at Oxford Scholarship Online and offered as a free PDF download from OUP and selected open access locations. Before new interventions are released into disease control programmes, it is essential that they are carefully evaluated in field trials'. These may be complex and expensive undertakings, requiring the follow-up of hundreds, or thousands, of individuals, often for long periods. Descriptions of the detailed procedures and methods used in the trials that have been conducted have rarely been published. A consequence of this, individuals planning such trials have few guidelines available and little access to knowledge accumulated previously, other than their own. In this manual, practical issues in trial design and conduct are discussed fully and in sufficient detail, that Field Trials of Health Interventions may be used as a 'toolbox' by field investigators. It has been compiled by an international group of over 30 authors with direct experience in the design, conduct, and analysis of field trials in low and middle income countries and is based on their accumulated knowledge and experience. Available as an open access book via Oxford Medicine Online, this new edition is a comprehensive revision, incorporating the new developments that have taken place in recent years with respect to trials, including seven new chapters on subjects ranging from trial governance, and preliminary studies to pilot testing.

types of wellness programs: Patient-Reported Outcomes in Performance Measurement

David Cella, Elizabeth A. Hahn, Sally E. Jensen, Zeeshan Butt, Cindy J. Nowinski, Nan Rothrock, Kathleen N. Lohr, 2015-09-17 Patient-reported outcomes (PROs) are measures of how patients feel or what they are able to do in the context of their health status; PROs are reports, usually on questionnaires, about a patient's health conditions, health behaviors, or experiences with health care that individuals report directly, without modification of responses by clinicians or others; thus, they directly reflect the voice of the patient. PROs cover domains such as physical health, mental and emotional health, functioning, symptoms and symptom burden, and health behaviors. They are relevant for many activities: helping patients and their clinicians make informed decisions about health care, monitoring the progress of care, setting policies for coverage and reimbursement of health services, improving the quality of health care services, and tracking or reporting on the performance of health care delivery organizations. We address the major methodological issues related to choosing, administering, and using PROs for these purposes, particularly in clinical practice settings. We include a framework for best practices in selecting PROs, focusing on choosing appropriate methods and modes for administering PRO measures to accommodate patients with diverse linguistic, cultural, educational, and functional skills, understanding measures developed through both classic and modern test theory, and addressing complex issues relating to scoring and analyzing PRO data.

types of wellness programs: ACSM's Worksite Health Handbook American College of Sports Medicine, 2009-02-27 Encouraging and maintaining a healthy workforce have become key components in the challenge to reduce health care expenditures and health-related productivity losses. As companies more fully realize the impact of healthy workers on the financial health of their organization, health promotion professionals seek support to design and implement interventions that generate improvements in workers' health and business performance. The second edition of ACSM's Worksite Health Handbook: A Guide to Building Healthy and Productive Companies connects worksite health research and practice to offer health promotion professionals the information, ideas, and approaches to provide affordable, scalable, and sustainable solutions for the organizations they serve. Thoroughly updated with the latest research and expanded to better support the business case for worksite programs, the second edition of ACSM's Worksite Health Handbook includes the contributions of nearly 100 of the top researchers and practitioners in the field from Canada, Europe, and the United States. The book's mix of research, evidence, and practice makes it a definitive and comprehensive resource on worksite health promotion, productivity management, disease prevention, and chronic disease management. ACSM's Worksite Health Handbook, Second Edition, has the following features: -An overview of contextual issues, including a history of the field, the current state of the field, legal perspectives, and the role of health policy in worksite programs -A review of the effectiveness of strategies in worksite settings,

including economic impact, best practices, and the health-productivity relationship -Information on assessment, measurement, and evaluation, including health and productivity assessment tools, the economic returns of health improvement programs, and appropriate use of claims-based analysis and planning -A thorough discussion of program design and implementation, including the application of behavior change theory, new ways of using data to engage participants, use of technology and social networks to improve effectiveness, and key features of best-practice programs -An examination of various strategies for encouraging employee involvement, such as incorporating online communities and e-health, providing incentives, using medical self-care programs, making changes to the built environment, and tying in wellness with health and safety The book includes a chapter that covers the implementation process step by step so that you can see how all of the components fit together in the creation of a complete program. You'll also find four in-depth case studies that offer innovative perspectives on implementing programs in a variety of work settings. Each case study includes a profile of the company, a description of the program and the program goals, information on the population being served, the results of the program, and a summary or discussion of the program. Throughout the book you'll find practical ideas, approaches, and solutions for implementation as well as examples of best practices and successful programs that will support your efforts in creating interventions that improve both workers' health and business performance. The book is endorsed by the International Association for Worksite Health Promotion, a new ACSM affiliate society. Deepen your understanding of the key issues and challenges within worksite health promotion and find the most current research and practice-based information and approaches inside ACSM's Worksite Health Handbook: A Guide to Building Healthy and Productive Companies, Second Edition. The e-book for ACSM's Worksite Health Handbook, Second Edition, is available at a reduced price. It allows you to highlight, take notes, and easily use all the material in the book in seconds. The e-book is delivered through Adobe Digital Editions® and when purchased through the Human Kinetics site, access to the content is immediately granted when your order is received. Adobe Digital Editions® System Requirements Windows -Microsoft® Windows® 2000 with Service Pack 4, Windows XP with Service Pack 2, or Windows Vista® (Home Basic 32-bit and Business 64-bit editions supported) -Intel® Pentium® 500MHz processor -128MB of RAM -800x600 monitor resolution Mac PowerPC -Mac OS X v10.4.10 or v10.5 -PowerPC® G4 or G5 500MHz processor -128MB of RAM Intel® -Mac OS X v10.4.10 or v10.5 -500MHz processor -128MB of RAM Supported browsers and Adobe Flash versions Windows -Microsoft Internet Explorer 6 or 7, Mozilla Firefox 2 -Adobe Flash® Player 7, 8, or 9 (Windows Vista requires Flash 9.0.28 to address a known bug) Mac -Apple Safari 2.0.4, Mozilla Firefox 2 -Adobe Flash Player 8 or 9 Supported devices -Sony® Reader PRS-505 Language versions -English -French -German

types of wellness programs: The Psychologically Healthy Workplace Matthew J. Grawitch, David W. Ballard, 2016 This book examines the complex interplay between employees and management, to determine how a psychologically healthy workplace is constructed and maintained.

types of wellness programs: Leadership Girl Haley Lynn Gray, 2016-01-05 Leadership Girl - Empowering Women Entrepreneurs to Achieve Extraordinary Results by Capturing Massive Sales was written to help give small business owners the information that they need to grow their businesses. Techniques include marketing and sales both online and offline. This book focuses on teaching the specific skills that you need to grow your business.

types of wellness programs: ROAR Stacy T. Sims, PhD, Selene Yeager, 2016-07-05 "Dr. Sims realizes that female athletes are different than male athletes and you can't set your race schedule around your monthly cycle. ROAR will help every athlete understand what is happening to her body and what the best nutritional strategy is to perform at her very best."—Evie Stevens, Olympian, professional road cyclist, and current women's UCI Hour record holder Women are not small men. Stop eating and training like one. Because most nutrition products and training plans are designed for men, it's no wonder that so many female athletes struggle to reach their full potential. ROAR is a comprehensive, physiology-based nutrition and training guide specifically designed for active women. This book teaches you everything you need to know to adapt your nutrition, hydration, and

training to your unique physiology so you can work with, rather than against, your female physiology. Exercise physiologist and nutrition scientist Stacy T. Sims, PhD, shows you how to be your own biohacker to achieve optimum athletic performance. Complete with goal-specific meal plans and nutrient-packed recipes to optimize body composition, ROAR contains personalized nutrition advice for all stages of training and recovery. Customizable meal plans and strengthening exercises come together in a comprehensive plan to build a rock-solid fitness foundation as you build lean muscle where you need it most, strengthen bone, and boost power and endurance. Because women's physiology changes over time, entire chapters are devoted to staying strong and active through pregnancy and menopause. No matter what your sport is—running, cycling, field sports, triathlons—this book will empower you with the nutrition and fitness knowledge you need to be in the healthiest, fittest, strongest shape of your life.

types of wellness programs: *Weighing the Options* Paul R. Thomas, 1995-03-01 This volume presents criteria for evaluating treatment programs for obesity and explores what these criteria mean--to health care providers, program designers, researchers, and even overweight people seeking help. Discusses information necessary to make wise program choices and evaluations; examines how client demographics and characteristics--including health status, knowledge of weight-loss issues, and attitude toward weight and body image--affect these programs.

types of wellness programs: *The Bad Food Bible* Aaron E. Carroll, 2017 Reveals the positive benefits of enjoying moderate portions of vilified ingredients ranging from red meat and alcohol to gluten and salt.

types of wellness programs: *Wellbeing: The Five Essential Elements* Tom Rath, James K. Harter, 2010-05-04 Shows the interconnections among the elements of well-being, how they cannot be considered independently, and provides readers with a research-based approach to improving all aspects of their lives.

types of wellness programs: *Mental Health, Substance Use, and Wellbeing in Higher Education* National Academies of Sciences, Engineering, and Medicine, Health and Medicine Division, Policy and Global Affairs, Board on Health Sciences Policy, Board on Higher Education and Workforce, Committee on Mental Health, Substance Use, and Wellbeing in STEMM Undergraduate and Graduate Education, 2021-03-05 Student wellbeing is foundational to academic success. One recent survey of postsecondary educators found that nearly 80 percent believed emotional wellbeing is a very or extremely important factor in student success. Studies have found the dropout rates for students with a diagnosed mental health problem range from 43 percent to as high as 86 percent. While dealing with stress is a normal part of life, for some students, stress can adversely affect their physical, emotional, and psychological health, particularly given that adolescence and early adulthood are when most mental illnesses are first manifested. In addition to students who may develop mental health challenges during their time in postsecondary education, many students arrive on campus with a mental health problem or having experienced significant trauma in their lives, which can also negatively affect physical, emotional, and psychological wellbeing. The nation's institutions of higher education are seeing increasing levels of mental illness, substance use and other forms of emotional distress among their students. Some of the problematic trends have been ongoing for decades. Some have been exacerbated by the COVID-19 pandemic and resulting economic consequences. Some are the result of long-festered systemic racism in almost every sphere of American life that are becoming more widely acknowledged throughout society and must, at last, be addressed. *Mental Health, Substance Use, and Wellbeing in Higher Education* lays out a variety of possible strategies and approaches to meet increasing demand for mental health and substance use services, based on the available evidence on the nature of the issues and what works in various situations. The recommendations of this report will support the delivery of mental health and wellness services by the nation's institutions of higher education.

types of wellness programs: *Next-Generation Wellness at Work* Stephenie Overman, 2009-09-15 Fact: Wellness programs benefit the bottom line. Motorola, for example, found that each dollar invested in wellness benefits returned \$3.93 in health and disability cost savings.

Next-Generation Wellness at Work tells how to get in on the action. A nuts-and-bolts, how-to guide for managers, it delivers the latest thinking on how to take full advantage of the benefits that wellness programs can offer both employees and companies. And the effort couldn't be more important. With the soaring cost of medical care and the increase in obesity and lifestyle-related illnesses, there is growing recognition that companies must build a culture of health and enable employees to become better guardians of their own well being. This book illustrates, in detail, exactly how to accomplish those goals. Good health saves in ways that go beyond smaller insurance premiums. It also has a direct relationship with employee productivity, making wellness a matter of high-level strategy. However, many workplace wellness programs are not as effective as they could be. They are not comprehensive, not long-term, and not marketed to the people who could benefit most. Wellness expert Stephenie Overman helps managers take practical steps to overcome these deficiencies and build successful workplace wellness programs that result in tangible, bottom-line benefits for organizations. And the book starts from the ground up, first by explaining how to take a company's temperature, get management buy-in, and design a program that fits a company's unique needs and situation. Building a program is one thing, but will they come? That's where Overman's expertise is essential: She shows how to motivate workers to take advantage of the program and reap its many benefits. And she explains how to partner with local health providers and integrate methods to promote psychological well being, two key ingredients for success. Not many corporate programs benefit both employees and the company equally, but a well-planned wellness initiative will boost the health and productivity of employees, leading to a happier—and more competitive—workplace.

types of wellness programs: Research Anthology on Changing Dynamics of Diversity and Safety in the Workforce Management Association, Information Resources, 2021-07-16 The recent COVID-19 pandemic has emphasized the importance of safety and ergonomics in the workplace. From work-life balance and mental health to risk prevention, maintaining a healthy and happy workforce has become essential for the progress of every company. Moreover, ensuring inclusive spaces has become a pillar of business with some worrying that the diversity agenda will be overshadowed by the recent pandemic. It is imperative that current research is compiled that sheds light on the advancements being made in promoting diversity and wellbeing in the modern workforce. The Research Anthology on Changing Dynamics of Diversity and Safety in the Workforce is a comprehensive reference source that provides the latest emerging research on diversity management and initiatives as well as occupational health and safety practices in the workplace. These concepts are necessary for global workplaces to remain safe, efficient, and inclusive. Covering topics such as employee equity, human resources practices, and worker wellbeing, this anthology provides an excellent resource for researchers, human resources personnel, managers, safety officers, policymakers, CEOs, students, professors, and academicians.

types of wellness programs: The Wellness Project Phoebe Lapine, 2017-05-16 For those battling autoimmune disease or thyroid conditions—or just seeking healthy life balance—the voice behind the popular blog Feed Me Phoebe shares her yearlong investigation of what truly made her well. After she was diagnosed with an autoimmune disease in her early twenties, Phoebe Lapine felt overwhelmed by her doctor's strict protocols and confused when they directly conflicted with information on the bestseller list. After experiencing mixed results and a life of deprivation that seemed unsustainable at best, she adopted 12 of her own wellness directives—including eliminating sugar, switching to all-natural beauty products, and getting in touch with her spiritual side—to find out which lifestyle changes truly impacted her health for the better. The Wellness Project is the insightful and hilarious result of that year of exploration—part memoir and part health and wellness primer (complete with 20 healthy recipes), it's a must-read not just for those suffering from autoimmune disease, but for anyone looking for simple ways to improve their health without sacrificing life's pleasures.

types of wellness programs: Management Lessons from the Mayo Clinic (PB) Leonard L. Berry, Kent D. Seltman, 2008-05-31 Management Lessons from Mayo Clinic reveals for the first time

how this complex service organization fosters a culture that exceeds customer expectations and earns deep loyalty from both customers and employees. Service business authority Leonard Berry and Mayo Clinic marketing administrator Kent Seltman explain how the Clinic implements and maintains its strategy, adheres to its management system, executes its care model, and embraces new knowledge - invaluable lessons for managers and service providers of all industries. Drs. Berry and Seltman had the rare opportunity to study Mayo Clinic's service culture and systems from the inside by conducting personal interviews with leaders, clinicians, staff, and patients, as well as observing hundreds of clinician-patient interactions. The result is a book about how the Clinic's business concept produces stellar clinical results, organizational efficiency, and interpersonal service. By examining the operating principles that guide every management decision at this legendary healthcare institution, the authors Demonstrate how a great service brand evolves from the core values that nourish and protect it Extrapolate instructive business lessons that apply outside healthcare Illustrate the benefits of pooling talent and encouraging teamwork Relate historical events and perspectives to the present-day Mayo Clinic Share inspiring stories from staff and patients An innovative analysis of this exemplary institution, *Management Lessons from Mayo Clinic* presents a proven prescription for creating sustainable service excellence in any organization.

types of wellness programs: *Younger* Sara Gottfried, 2017-03-07 "The breakthrough book we've been waiting for on . . . epigenetics and aging . . . [A] stunning achievement by one of our wisest and most thoughtful . . . physicians." —Mark Hyman, M.D., New York Times-bestselling author of *The Blood Sugar Solution* and director of the Cleveland Clinic Center for Functional Medicine Feel destined for cellulite, saddle bags, and belly fat? Does your family come from a long line of Alzheimer's, cancer, or heart disease? Will nothing help your aging skin or declining libido or flagging energy? This book is for you. The assumption is that we are our genes. The scientific reality is that ninety percent of the signs of aging and disease are caused by lifestyle choices, not your genes. In other words, you have the capability to overcome and transform your genetic history and tendencies. Harvard/MIT-trained physician Sara Gottfried, M.D. has created a revolutionary seven-week program that empowers us to make the critical choices necessary to not just look young, but also feel young. Dr. Gottfried builds this book around the five-key factors that lead to accelerated aging —the muscle factor, the brain factor, the hormone factor, the gut factor, and the toxic fat factor. The seven-week program addresses these factors and treats them in an accessible and highly practical protocol and is as follows: Feed—Week 1 Sleep—Week 2 Move—Week 3 Release—Week 4 Expose—Week 5 Soothe—Week 6 Think—Week 7 Dr. Gottfried's program makes it possible to change the way you age, stay younger longer, and remain healthy and vibrant for all of your days. "Prepare to completely shift your paradigm around aging." —JJ Virgin, New York Times-bestselling author of *The Virgin Diet* "An invaluable resource." —Marianne Williamson, International bestselling author of *A Return to Love*

types of wellness programs: *Cracking Health Costs* Tom Emerick, Al Lewis, 2013-06-07 *Cracking Health Costs* reveals the best ways for companies and small businesses to fight back, right now, against rising health care costs. This book proposes multiple, practical steps that you can take to control costs and increase the effectiveness of the health benefit. The book is all about rolling back health care costs to save companies and employees money. Working hand-in-hand with their employees, businesses need to ensure that, whenever feasible, employees with the most expensive diagnoses get optimal treatment at hospitals not practicing "volume-driven" medicine for higher profits. Less than 10% of employees incur 80% of costs. About 20% of patients have been completely misdiagnosed, while many others are simply the victims of surgeons who are either practicing bad medicine or overtreating for profit. For example, some companies, such as Walmart and Lowe's, are turning to the "Centers of Excellence" approach author Tom Emerick helped to pioneer while running benefits for Walmart. By determining which hospitals are adopting the highest standards of care, benefits managers can reduce the number of unnecessary high-cost surgeries and improve employees' overall health. The solution-based approach offered by the book is unique, because it can be implemented by businesses today.

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revised and updated fifth edition of the highly acclaimed “gold standard” textbook continues to provide a foundational review of health behavior change theories, research methodologies, and intervention strategies across a range of populations, age groups, and health conditions. It examines numerous, complex, and often co-occurring factors that can both positively and negatively influence people’s ability to change behaviors to enhance their health including intrapersonal, interpersonal, sociocultural, environmental, systems, and policy factors, in the context of leading theoretical frameworks. Beyond understanding predictors and barriers to achieving meaningful health behavior change, the Handbook provides an updated review of the evidence base for novel and well-supported behavioral interventions and offers recommendations for future research. New content includes chapters on Sun Protection, Interventions With the Family System, and the Role of Technology in Behavior Change. Throughout the textbook, updated reviews emphasize mobile health technologies and electronic health data capture and transmission and a focus on implementation science. And the fifth edition, like the previous edition, provides learning objectives to facilitate use by course instructors in health psychology, behavioral medicine, and public health. The Handbook of Health Behavior Change, Fifth Edition, is a valuable resource for students at the graduate and advanced undergraduate level in the fields of public or population health, medicine, behavioral science, health communications, medical sociology and anthropology, preventive medicine, and health psychology. It also is a great reference for clinical investigators, behavioral and social scientists, and healthcare practitioners who grapple with the challenges of supporting individuals, families, and systems when trying to make impactful health behavior change. NEW TO THE FIFTH EDITION: Revised and updated to encompass the most current research and empirical evidence in health behavior change Includes new chapters on Sun Protection, Interventions With the Family System, and the Role of Technology in Behavior Change Increased focus on innovations in technology in relation to health behavior change research and interventions KEY FEATURES: The most comprehensive review of behavior change interventions Provides practical, empirically based information and tools for behavior change Focuses on robust behavior theories, multiple contexts of health behaviors, and the role of technology in health behavior change Applicable to a wide variety of courses including public health, behavior change, preventive medicine, and health psychology Organized to facilitate curriculum development and includes tools to assist course instructors, including learning objectives for each chapter

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