

wellness ideas for workplaces

Wellness Ideas for Workplaces: Boosting Employee Wellbeing and Productivity

Feeling burnt out? Dragging yourself to work each day? You're not alone. Many employees struggle with workplace stress and burnout, impacting productivity and overall well-being. But what if your workplace could be a sanctuary of health and happiness? This comprehensive guide dives deep into practical and effective wellness ideas for workplaces, offering actionable strategies to boost employee morale, improve productivity, and cultivate a thriving work environment. We'll explore everything from simple changes you can implement today to more significant initiatives that can transform your company culture. Get ready to create a happier, healthier, and more productive workplace!

I. Creating a Physically Healthy Workplace: Beyond the Ergonomics

While ergonomic chairs and standing desks are essential, true workplace wellness extends far beyond just physical comfort. Let's delve into some tangible steps:

Active Breaks: Encourage employees to take short, regular breaks to move around. Implement a "walking meeting" policy for certain discussions. Provide access to a gym or offer subsidized gym memberships. Even simple stretches at their desks can make a difference. Consider incorporating fitness challenges or team sports activities for a fun, competitive element.

Healthy Food Options: Replace sugary snacks in the break room with healthier alternatives like fruits, vegetables, and nuts. Partner with a local health food store for discounted employee purchases. Offer subsidized healthy lunches or provide a well-stocked kitchen with healthy options. Organize healthy cooking classes or workshops.

Ergonomic Assessments: Go beyond the basics. Offer personalized ergonomic assessments to ensure each employee's workstation is properly set up to prevent injuries and discomfort. This shows you care about their individual needs.

Natural Light and Air: Maximize natural light in the office. Open windows when possible to improve air circulation and reduce stuffiness. Plants can also boost mood and air quality. Consider a green wall or indoor herb garden.

II. Nurturing Mental Wellness: Addressing the Unspoken Needs

Mental health is just as crucial as physical health. Ignoring it is a recipe for disaster. Here's how to prioritize mental wellbeing:

Mental Health Days: Normalize taking mental health days. Make it clear that employees aren't penalized for needing time off to recharge. Encourage open communication and create a supportive environment where employees feel comfortable discussing their mental health concerns.

Mindfulness and Meditation Programs: Offer access to mindfulness apps,

meditation sessions, or yoga classes during the workday or after hours. Even a few minutes of daily mindfulness can significantly reduce stress and improve focus.

Employee Assistance Programs (EAPs): Provide access to confidential counseling services through an EAP. This offers employees a valuable resource for dealing with personal or work-related stress. Promote the EAP actively and make sure employees know how to access it.

Stress Management Workshops: Organize workshops on stress management techniques, such as deep breathing exercises, time management strategies, and stress-reducing activities. These workshops can equip employees with practical tools to cope with workplace pressures.

Flexible Work Arrangements: When possible, offer flexible work arrangements such as remote work options, flexible hours, or compressed workweeks. This provides employees with more control over their schedules, reducing stress and improving work-life balance.

III. Fostering a Supportive and Inclusive Workplace Culture

A positive and supportive work environment is crucial for employee wellbeing. Here's how to cultivate one:

Open Communication: Encourage open and honest communication between employees and management. Create a safe space for feedback and address concerns promptly. Regular team meetings and feedback sessions can facilitate this.

Team-Building Activities: Organize regular team-building activities that promote collaboration and camaraderie. These could range from simple team lunches to more elaborate activities like escape rooms or volunteering events.

Recognition and Rewards: Acknowledge and appreciate employees' contributions regularly. Implement a system for recognizing achievements, both big and small. Public acknowledgment and rewards significantly boost morale.

Diversity and Inclusion Initiatives: Foster a diverse and inclusive workplace where everyone feels valued and respected. Implement policies that promote diversity and inclusion and provide training on unconscious bias.

Work-Life Balance Initiatives: Encourage employees to disconnect after work hours. Discourage checking emails outside of working hours. Promote the use of vacation time and encourage employees to take breaks throughout the day.

IV. Measuring the Success of Your Wellness Initiatives

It's important to track the impact of your wellness programs. Use metrics such as:

Employee Satisfaction Surveys: Regular surveys can gauge employee satisfaction with the wellness initiatives and identify areas for improvement.

Absenteeism and Presenteeism Rates: Monitor absenteeism and presenteeism (being at work but not productive due to illness or stress) rates to assess the impact of your programs on employee health.

Productivity Levels: Track productivity levels to see if wellness initiatives lead to improved efficiency and output.

Employee Feedback: Regularly solicit feedback from employees on their experiences with the wellness programs. This provides valuable insights for making improvements.

Conclusion: Investing in Wellness is Investing in Success

Investing in employee wellness isn't just a nice-to-have; it's a necessity for creating a thriving and successful workplace. By implementing even a few of these wellness ideas for workplaces, you can significantly improve employee well-being, boost productivity, and cultivate a positive and supportive work environment. Remember, a healthy and happy workforce is a productive and successful workforce. Start small, measure your progress, and adapt your strategies based on employee feedback. The journey towards a healthier workplace is a continuous process of improvement.

FAQs :

1. How can I convince my boss to invest in workplace wellness programs? Present a strong business case highlighting the potential ROI - reduced healthcare costs, increased productivity, improved employee retention, and enhanced company reputation. Share data on the positive impact of wellness programs on similar companies.
1. What if my budget is limited for wellness initiatives? Start small! Focus on low-cost or no-cost options like encouraging active breaks, creating a healthy break room, and promoting open communication. You can gradually expand your programs as your budget allows.
1. How can I ensure employee participation in wellness programs? Make the programs fun, accessible, and relevant to employees' needs. Offer a variety of options to cater to different interests and preferences. Promote the programs actively and make it easy for employees to participate.
1. How do I measure the success of my wellness initiatives? Use a combination of quantitative (e.g., absenteeism rates, productivity levels) and qualitative (e.g., employee satisfaction surveys, feedback sessions) data to assess the impact of your programs.
1. What if employees are resistant to wellness initiatives? Start by educating employees about the benefits of wellness. Make it clear that participation is voluntary and address any concerns or objections they may have. Focus on creating a supportive and encouraging environment.

wellness ideas for workplaces: 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.

wellness ideas for workplaces: Wellbeing at Work Jim Clifton, Jim Harter, 2021-06-01 What if the next global crisis is a mental health pandemic? It is here now. One-third of Americans have shown signs of clinical anxiety or depression, and the current state of suffering globally has risen significantly. The mental health pandemic manifests everywhere, not least in your workplace. As organizations around the world face health and social crises, as well as economic uncertainty, acknowledging and improving wellbeing in your workplace is more critical than ever. Increasingly, leaders and managers must support mental health and cultivate resilience in employees — not just increase engagement and performance. Based on more than 100 million Gallup global interviews, Wellbeing at Work shows you how to do just that. Coauthored by Gallup's CEO and its Chief Workplace Scientist, Wellbeing at Work explores the five key elements of wellbeing — career, social, financial, physical and community — and how organizations can help employees and teams thrive in those elements. The book also gives leaders ideas and action items to help employees use their innate talents and strengths to thrive in each of the wellbeing elements. And Wellbeing at Work introduces a metric to report a person's best possible life: Gallup Net Thriving, which will become the "other stock price" for organizations. In a world where work and life are more blended than ever, maximizing employee wellbeing takes on greater urgency. Wellbeing at Work shows leaders how to create a thriving and resilient culture. If you and your leaders don't change the world, who will? Wellbeing at Work includes a unique code to take the CliftonStrengths assessment, which reveals your top five strengths.

wellness ideas for workplaces: 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.

wellness ideas for workplaces: 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.

wellness ideas for workplaces: Healthy Employees, Healthy Business Ilona Bray, Ilona M. Bray, 2012 Helps business owners and managers target the main health concerns in the workplace and implement low-cost or free programs to increase productivity, boost morale, lower workplace stress, and potentially lower health insurance costs--

wellness ideas for workplaces: The Work Wellness Deck Landra Bickley Eliopoulos, 2021-08-31 Banish burnout with this deck of 60 easy-to-do-anywhere prompts that encourage sanity, serenity, and wellness in your place of work, wherever that may be. Burnout is common in today's work culture. Whether due to long hours, excessive workloads, or lack of work-life balance, we all know someone who has felt overwhelmed at work. Enter The Work Wellness Deck: 60 actionable suggestions that will restore a sense of well-being in the workplace and banish burnout once and for all. Packaged in a portable format, the deck is organized into three categories: REFRESH (mental health), FLOW (physical health), and CONNECT (work relationships). Prompts include office stretches that help your posture, breathing exercises to manage stress, a gratitude practice to focus on the positive, and networking ideas to build meaningful relationships. Individuals can keep the deck on their desk or in their bag, pulling a card to start the day or as a midday mindfulness break, teams can use the cards to set a group intention, and company leaders can distribute this deck to employees as a wellness perk. No matter how it's used, The Work Wellness Deck will help people in all industries build resiliency, improve productivity, communicate effectively, and forge connection—no matter where they work. **BURNOUT IS COMMON:** Whether you work from home and struggle to delineate work and personal time, or you work long hours at an office, it is common to feel overworked and overwhelmed at one point or another. The Work Wellness Deck is an effective tool in preventing and/or diminishing feelings of burnout. **PERFECT FOR COMPANIES:** Small businesses, company leaders, and HR reps in every industry—tech, finance, healthcare, law, media, nonprofits, retail, and more—can distribute this deck to their employees as a way to encourage them to prioritize their health and wellness. **LITTLE-PUBLISHED SLICE OF WELLNESS:** Wellness is a huge trend, but beyond self-help books on the topic, there isn't much accessible publishing on wellness in the workplace. This one-of-a-kind format is practical but still giftable, and fills that gap. Perfect for: • People who work and want to prioritize their own wellbeing • Anyone

who feels burned-out • Job-changers • New graduates • HR reps and company leaders (for themselves or their employees); especially as a welcome gift for new hires, or a gift for a workplace anniversary or promotion

wellness ideas for workplaces: *Workplace Wellness* Rose Karlo Gantner Ed.D., 2012-03-01 Workplace Wellness is a guide for business leaders, managers, and consultants who want to decrease health care costs even as they improve employee productivity, satisfaction, and health conditions. -- from xi

wellness ideas for workplaces: The Healthy Workplace Leigh Stringer, 2016-07-01 Learn how to improve the well-being of your employees that will ultimately boost your company's bottom line. Studies show that unhealthy work habits, like staring at computer screens and rushing through fast-food lunches, are taking a toll in the form of increased absenteeism, lost productivity, and higher insurance costs. But should companies intervene with these individual problems? And if so, how? The Healthy Workplace says yes! Companies that learn how to incorporate healthy habits and practices into the workday for their employees will see such an impressive ROI that they'll kick themselves for not starting these practices sooner. Packed with real-life examples and the latest research, this all-important resource reveals how to: Create a healthier, more energizing environment Reduce stress to enhance concentration Inspire movement at work Support better sleep Heighten productivity without adding hours to the workday Filled with tips for immediate improvement and guidelines for building a long-term plan, The Healthy Workplace proves that a company cannot afford to miss out on the ROI of investing in their employees' well-being.

wellness ideas for workplaces: *Your Work Wellness Toolkit* Ellen Bard, 2022-01-11 A gentle and positive interactive book, written by a Chartered Occupational Psychologist, presenting a toolkit for people struggling with burnout, fatigue, lack of motivation at work. An interactive journal showing the reader how to feel better at work, be more productive, more positive, more resilient. The book is illustrated throughout with interactive activities, journal prompts and a structured programme of self-care for the workplace. Burnout is described by the WHO as: feelings of energy depletion or exhaustion; increased mental distance from your job, or feelings of negativism or cynicism related to your job; reduced professional efficacy. All of these things can be prevented with conscious attention to creating better workplace habits, rituals and routines. Your Work Wellness Toolkit will present guidance to curate your own wellness plan to thrive at work. Too many of us are struggling with managing the mental health load of working remotely, and boundaries between work and life are more blurred than ever before. This book not only offers thorough and clinically backed-up guidance, but also space to make plans and accountability within that guidance, to put it into action.

wellness ideas for workplaces: 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.

wellness ideas for workplaces: *Young Adults in the Workplace* Jeremy W. Bray, Deborah M. Galvin, Laurie A. Cluff, 2011-02-28 The Substance Abuse and Mental Health Services Administration funded the multisite Young Adults in the Workplace (YIW) initiative to study the effectiveness of diverse approaches to workplace-based prevention of substance abuse. Six teams adapted evidence-based programs to target young employees and then implemented the programs in retail, restaurant, health care, construction, skilled trade, and transportation industry workplaces. This book describes the programs, the adaptation and implementation processes, and the YIW cross-site evaluation.

wellness ideas for workplaces: Workplace Health Promotion Programs Carl I. Fertman, 2015-10-05 Shine a spotlight on the benefits of promoting health in the workplace Workplace Health Promotion Programs focuses on the incredible value that employee health programs can offer by exploring six key topics: behavioral health, physical health, healthy environments, health education, nutritional health, and physical activity. This in-depth resource explicitly establishes what successful

workplace health promotion programs, services, and collaborations are, and then builds upon this foundational understanding by introducing methods and tools for promoting employee health and safety, while emphasizing the skills students need to do so. Through this resource, students will come to understand how to recognize employee health and safety opportunities, and how to think on a larger scale when it comes to workplace health initiatives in small, midsized, and larger employers that are comprehensive and fiscally sound. Workplace health promotion programs have the potential to both improve the health of the population as a whole and control healthcare spending in the process. Health problems are estimated to cost employers in the United States over \$200 billion per year through medical costs, absenteeism, disability, and overall reduced productivity. Improving well-being through effective workplace health promotion programs can reduce this cost—and create healthier, happier workforces. Discover the design, implementation, and evaluation of workplace health promotion programs that address the range of employee health needs and concerns Understand how evidence-based programs can positively impact business and reduce health care cost Explore the larger scale implications of successful workplace health programs, including health policies, health insurance design, worker safety, employee behavior, etc. Learn how together employers and employees work to create a culture of health and well-being to support and promote employee health and safety Review the ways in which successful workplace health promotion programs can prove financially beneficial Workplace Health Promotion Programs is a resource that guides students and professionals alike in the discovery, development, and execution of successful employee health initiatives.

wellness ideas for workplaces: Transforming Workplace Wellness Cw Margaret Stockley Rn, 2016-02-08 Transforming Workplace Wellness: Practical Strategies to Inspire Sustainable Change provides the latest evidence-based information needed to create and maintain a successful holistic wellness program. As change agents, members of the wellness team are charged with developing creative strategies that inspire, engage, and initiate positive behavior-change. Transforming Workplace Wellness equips teams to be creative in their methodology and combine winning content with engaging events. The result is an immensely readable book that provides innovative content and practical takeaways for today's wellness programs. It offers a practical, mainstream approach that will appeal to a broad range of professionals who can benefit from reading this book, regardless of the size of their organization or industry. In addition to expanding on the methodology and business processes, Transforming Workplace Wellness Programs includes: Evidence-based strategies to motivate and engage employees and assist teams who are developing a new program as well as those who want to incorporate fresh ideas to an existing program Program components, incentives, coaching, work-flow, and data evaluation to improve performance of interventions 101 low-to-no-cost ideas to support and promote a strategy for organizational effectiveness and economic resilience plus an index of resources

wellness ideas for workplaces: Instant Recess Antronette K. Yancey, 2010 Toni Yancey's book is a terrific tool as we work together to promote healthy and active lifestyles. _Bill Clinton Instant Recess is a call to all of us to get up and move. Part personal memoir, part public health manifesto, and part poetry, Yancey's warmth and enthusiasm shine through this book. I'm betting that she can convince anyone that moving more is not only good for health, but easy and lots of fun to do. _Marion Nestle, author of What to Eat In Instant Recess, Dr. Yancey provides the tools to get America moving, in a very accessible style with the scientific research to back it up. Her call to incorporate short exercise breaks into routine, daily activities is one step that can create a true wellness society. _Senator Tom Harkin (D-IA), Chairman, Senate HELP Committee Dr. Toni (Antronette) Yancey has influenced and impacted community health and fitness in a number of profound ways! Her book is a must read for anyone interested in living a longer, healthier, and more fulfilling life. Recently, at the First AME Church of Los Angeles, we incorporated a quick but effective fitness interlude into all three of our Sunday worship services. The enthusiastic response from our congregation was tremendous! Thank you, Dr. Yancey, for waking us up to the dangers of our sedentary lives and for awakening our desire to get into better physical shape. _Rev. Dr. John &

Denise Hunter, Pastor and First Lady of First AME Church of Los Angeles, the White House-designated local lead agency for Michelle Obama's Let's Move LA Instant Recess is a necessary part of a complex solution to our society's epidemic of inactivity. It can work equally well in the corporate boardroom, school classroom, or for fans at a sporting event for that matter. It is a great place to start if we don't want to leave anyone behind. I'm all for breaking our national inertia with a musical beat and a smile on our faces. _Dave Winfield, National Baseball Hall of Fame 2001, Executive Vice President and Senior Advisor, San Diego Padres Dr. Yancey writes on a topic about which she is both passionate and knowledgeable. Doable in just about any setting, Instant Recess could get America moving again. _David Satcher, M.D., Ph.D., 16th Surgeon General of the United States Instant Recess is an excellent, easy to read, informative book describing how we must all change our lifestyle patterns and incorporate activity into our day. Yancey poignantly shows why "instant recesses" are needed by corporate Americans, educators, public health and medical professionals. This isn't just a simple how-to book, but also a how-come. _Francine Kaufman, Head of the Center for Diabetes, Endocrinology and Metabolism at Childrens Hospital Los Angeles For the average person who continues to yo-yo between the hype of miracle weight loss gimmicks and the allure of fast food franchises, Instant Recess offers an easy and free solution to creating a healthier lifestyle. _Sharon Baucom, Medical Director of the Department of Public Safety and Correctional Services for the State of Maryland A thoughtful and innovative approach to community-wide physical activity from a lay person's perspective. This book is well grounded in scientific evidence that is also contextualized in simple examples and in real life experiences people will be able to relate to. _Adrian Bauman, University of Sydney I've seen everyone from curmudgeonly researchers and uptight bureaucrats to former elite athletes to avowed non-exercisers sucked in by the warm, inclusive energy and ease of her approach to getting people physically active. Most are smiling, some outright laughing as they rediscover the joy of moving. Thankfully, Toni captures the essence of that joy in her book, along with the practical guidance necessary to help anyone start making physical activity a part of their life and their community again. _Mark Fenton, PBS television host and author of The Complete Guide to Walking for Health, Weight Loss, and Fitness I read Instant Recess and couldn't help but jump for joy. Dr. Yancey_s got the recipe for success to help turn around the epidemic of inactivity in our country. Finally we have a book that shows Americans how to build that strong base of fitness, 10 minutes of hip hopping at a time. Now, if you_ll excuse me. It_s time for me to take my Instant Recess. _Pam Peeke MD, MPH, FACP, author of Body for Life for Women, Chief Medical Correspondent for Nutrition and Fitness, Discovery Health TV Through the San Diego Padres organization we've worked with Dr. Toni Yancey for nearly 4 years on various healthy eating and fitness related projects ... Dr. Yancey is an educated, dynamic, trusted and respected colleague who has a thorough knowledge of public health issues. Her knowledge, advocacy and connection to community service organizations across the country has been key. She's recruited a great number of them to enter the fight against childhood obesity by offering a wide variety of active lifestyles options. Influencing America to move towards healthy eating, better nutrition, and into her activity routine called Instant Recess is a significant and continuous task _ It's a pleasure working with this former collegiate athlete, Ph.D. and public servant. We need more people like Dr. Toni Yancey combatting this nationwide health crisis. _David Winfield, member of the Baseball Hall of Fame, and Co-Director at UCLA Kaiser Permanente Center for Health Equity

wellness ideas for workplaces: *The Total Money Makeover: Classic Edition* Dave Ramsey, 2013-09-17 Do you want to build a budget that actually works for you? Are you ready to transform your relationship with money? This New York Times bestseller has already helped millions of people just like you learn how to develop everyday money-saving habits with the help of America's favorite personal finance expert, Dave Ramsey. By now, you've already heard all of the nutty get-rich-quick schemes and the fiscal diet fads that leave you with a lot of quirky ideas but not a penny in your pocket. If you're tired of the lies and sick of the false promises, Dave is here to provide practical, long-term help. The Total Money Makeover is the simplest, most straightforward game plan for completely changing your finances. And, best of all, these principles are based on results, not

pie-in-the-sky fantasies. This is the financial reset you've been looking for. The Total Money Makeover: Classic Edition will give you the tools and the encouragement you need to: Design a sure-fire plan for paying off all debt--from your cars to your home and everything in between using the debt snowball method Break bad habits and make lasting changes when it comes to your relationship with money Recognize the 10 most dangerous money myths Secure a healthy nest egg for emergencies and set yourself up for retirement Become financially healthy for life Live like no one else, so later you can LIVE (and GIVE) like no one else! This edition of The Total Money Makeover includes new, expanded Dave Rants that tackle marriage conflict, college debt, and so much more. The Total Money Makeover: Classic Edition also includes brand new back-of-the-book resources to help you make The Total Money Makeover your new reality.

wellness ideas for workplaces: *Taming Toxic People* David Gillespie, 2017-07-25 I didn't know how to deal with the poisonous and toxic people in my life or why they behaved the way they did, so I went looking for an answer. This book is what I found. Bestselling author David Gillespie turns his attention to a phenomenon that damages businesses, seeds mental disease and discomfort and can bring civilisations to the brink of implosion - the psychopath. Psychopaths are often thought of as killers and criminals, but actually five to ten per cent of people are probably psychopathic without ever indulging in a single criminal act. These everyday psychopaths may be charming in the early stages of relationships or employment but, Gillespie argues, their presence in your life is at best disruptive, and at worst highly dangerous: they will leave you feeling cheated and humiliated, dominating and manipulating you to the point where you question your sanity. Worse, he cautions, at a societal level their tendency to gravitate towards positions of power can be disastrous. *Taming Toxic People* is a practical guide to restraining that difficult person in your life, be it your boss, your spouse or a parent. But it is also a serious and meticulously researched warning: if we value a free and well-functioning society, we need to rebuild the sense of community that has historically kept the everyday psychopath in check, and we must understand and act to manage the psychopathic behaviour in our midst.

wellness ideas for workplaces: *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.

wellness ideas for workplaces: *Built to Thrive* Cristina Banks, Isabelle Thibau, Caitlin DeClercq, Gretchen Gscheidle, Sally Augustin, Galen Cranz, John Swartzberg, Kevin Kelly, Gervais Tompkin, Anthony Ravitz, 2019-08-05 The Science to Practice Series: Issue 1

wellness ideas for workplaces: **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.

wellness ideas for workplaces: *The Wellness Syndrome* Carl Cederström, Andre Spicer, 2015-02-04 Not exercising as much as you should? Counting your calories in your sleep? Feeling ashamed for not being happier? You may be a victim of the wellness syndrome. In this ground-breaking new book, Carl Cederström and André Spicer argue that the ever-present pressure to maximize our wellness has started to work against us, making us feel worse and provoking us to withdraw into ourselves. The Wellness Syndrome follows health freaks who go to extremes to find the perfect diet, corporate athletes who start the day with a dance party, and the self-trackers who monitor everything, including their own toilet habits. This is a world where feeling good has become indistinguishable from being good. Visions of social change have been reduced to dreams of individual transformation, political debate has been replaced by insipid moralising, and scientific evidence has been traded for new-age delusions. A lively and humorous diagnosis of the cult of wellness, this book is an indispensable guide for everyone suspicious of our relentless quest to be happier and healthier.

wellness ideas for workplaces: *The Whole-Person Workplace* Scott Behson, 2021-03 The Whole-Person Workplace helps you craft a custom-fit solution that will unlock your workplace's potential by valuing your employees as whole people.

wellness ideas for workplaces: *Wellness Leadership* Judd Allen, 2008-01-01 Wellness Leadership empowers managers, wellness committee members and other wellness champions to create a workplace culture that supports healthy lifestyles. Such a culture of health saves lives, cuts medical costs, enhances productivity, improves morale and adds new vitality to work groups. Wellness Leadership explains how to create a shared wellness vision, serve as an effective role model, align cultural influences and monitor/celebrate success. Revealing self-tests, a culture survey, information about legal issues, guidelines for establishing wellness committees, leadership stories and checklists take the guesswork out of creating a culture of health.

wellness ideas for workplaces: *The Burnout Epidemic* Jennifer Moss, 2021-09-28 Named one of 10 Best New Management Books for 2022 by Thinkers50 Named to the shortlist for the 2021 Outstanding Works of Literature (OWL) Award in the Management & Culture Category In this important and timely book, workplace well-being expert Jennifer Moss helps leaders and individuals prevent burnout and create healthier, happier, and more productive workplaces. We tend to think of burnout as a problem we can solve with self-care: more yoga, better breathing techniques, and more resilience. But evidence is mounting that applying personal, Band-Aid solutions to an epic and rapidly evolving workplace phenomenon isn't enough—in fact, it's not even close. If we're going to solve this problem, organizations must take the lead in developing an antiburnout strategy that moves beyond apps, wellness programs, and perks. In this eye-opening, paradigm-shifting, and practical guide, Jennifer Moss lays bare the real causes of burnout and how organizations can stop the chronic stress cycle that an alarming number of workers suffer through. The Burnout Epidemic explains: What causes burnout—and what organizations can do to prevent it Why traditional wellness initiatives fall short How companies can build an antiburnout strategy based on prevention, not perks How leaders can measure burnout in their own organizations What leaders can do to develop a healthier culture that prioritizes resilience and curiosity As the pandemic has shown, self-care is important, but it's not a cure-all for burnout. Employers need to do more. With fascinating research, new findings from the pandemic, and interviews with business leaders around the globe, *The Burnout Epidemic* offers readers insightful and actionable advice that will empower

them to help themselves—and their employees—feel healthier and happier at work.

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wellness ideas for workplaces: The Employee Wellbeing Handbook: A Guide for Collaboration Across All Departments, Benefit Vendors, and Health Practitioners to Build a Culture of Wel Cassie Sobelton, 2019-08-29 Achieve New Business Growth with a Focus on Workplace Culture and Wellbeing Do you have a sneaking suspicion that your workplace culture, or the American workplace as a whole, could use some tweaking? Would you like to prioritize wellness in your organization without paying homage to (or worse, paying for) fluffy, unproven tactics that don't move your and your business forward? Are you a benefit broker or consultant who is left feeling vulnerable and in need of best-in-class strategies or initiatives? Or maybe you're a niche vendor in the wellness industry and need a more thorough understanding of the other players or ways to incorporate the various employee benefits your clients are utilizing. If you are expected to assist or even lead the health and wellbeing initiatives at your clients' organizations, or you are the go-to human resource employee for wellbeing at your organization, this book is a must-have for your office. Newsflash: Large corporations, such as Google or Apple, that effortlessly attract the best talent by prioritizing their employees' wellbeing don't have a secret unavailable to you! You can build a human resources strategy that places employee wellbeing first, thereby bringing in hardworking, highly qualified and healthy individuals to drive innovation at your organization. And as a result, you can enjoy levels of employee development and business growth that you wouldn't have dreamed possible beforehand. All you need is a little help. Enter The Employee Wellbeing Handbook. Bestselling author Cassie Sobelton is a health and wellness expert who believes in a real world approach to Mind, Body, and Spirit balance. Where her first book (Back to Balance: Crack Your Mind, Body, Spirit Code to Transform Your Health) tackled individual health, this newest guide takes on the wellbeing of entire corporations. Whether you're in health and fitness, human resources, healthcare or insurance, or any other field that deals with the wellness of employees, this book is for you. In it, you'll learn: The philosophies and backgrounds that make up the current approach to wellness in the workplace How recent decades have changed the overall approach to workplace wellbeing The difference between culture, wellness and wellbeing - and why it's so important to be targeted in your word choice Why collaboration with others in the industry is critical to the health of America as a whole How to lead discussions about workplace wellbeing that generate actual results How to develop the right strategy for your workplace and design metrics to

track your progress The not-so-secret secret for re-engaging employees in their jobs, driving business growth and doing right by your company Now before you hear wellness and start thinking meditation rooms or nap pods, know that we're not just talking about little fixes. Instead, Sobelton advocates culture shifts that affect organizations as a whole. If there were a Corporate Wellness Industry 101, this is the textbook the professor would use - which means if you're in the industry, you need it at your side today. Are you ready for the business growth coaching manual you've been waiting for? Do you want to prioritize holistic healing without fluff at your company? Would you like to use your medical expertise to instill good health principles in others? Don't wait. Buy NOW to understand the industry, gain influence and make the world a better place. Pick up your copy today by clicking the BUY NOW button at the top of this page!

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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.

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wellness ideas for workplaces: State of The Global Workplace Gallup, 2017-12-19 Only 15% of employees worldwide are engaged at work. This represents a major barrier to productivity for organizations everywhere – and suggests a staggering waste of human potential. Why is this engagement number so low? There are many reasons — but resistance to rapid change is a big one, Gallup’s research and experience have discovered. In particular, organizations have been slow to adapt to breakneck changes produced by information technology, globalization of markets for products and labor, the rise of the gig economy, and younger workers’ unique demands. Gallup’s 2017 State of the Global Workplace offers analytics and advice for organizational leaders in countries and regions around the globe who are trying to manage amid this rapid change. Grounded in decades of Gallup research and consulting worldwide -- and millions of interviews -- the report advises that leaders improve productivity by becoming far more employee-centered; build strengths-based organizations to unleash workers’ potential; and hire great managers to implement the positive change their organizations need not only to survive – but to thrive.

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wellness ideas for workplaces: Mental Health and Wellbeing in the Workplace Gill Hasson,

Donna Butler, 2020-06-22 ***HIGHLY COMMENDED - HR & MANAGEMENT - BUSINESS BOOK AWARDS 2021*** Provides guidance for both employers and staff on promoting positive mental health and supporting those experiencing mental ill health in the workplace The importance of good mental health and wellbeing in the workplace is a subject of increased public awareness and governmental attention. The Department of Health advises that one in four people will experience a mental health issue at some point in their lives. Although a number of recent developments and initiatives have raised the profile of this crucial issue, employers are experiencing challenges in promoting the mental health and wellbeing of their employees. Mental Health & Wellbeing in the Workplace contains expert guidance for improving mental health and supporting those experiencing mental ill health. This comprehensive book addresses the range of issues surrounding mental health and wellbeing in work environments – providing all involved with informative and practical assistance. Authors Gill Hasson and Donna Butler examine changing workplace environment for improved wellbeing, shifting employer and employee attitudes on mental health, possible solutions to current and future challenges and more. Detailed, real-world case studies illustrate a variety of associated concerns from both employer and employee perspectives. This important guide: Explains why understanding mental health important and its impact on businesses and employees Discusses why and how to promote mental health in the workplace and the importance of having an effective 'wellbeing strategy' Provides guidance on managing staff experiencing mental ill health Addresses dealing with employee stress and anxiety Features resources for further support if experiencing mental health issues Mental Health & Wellbeing in the Workplace is a valuable resource for those in the workplace wanting to look after their physical and mental wellbeing, and those looking for guidance in managing staff with mental health issues.

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Satinder K. Dhiman, 2021-03-22 This handbook proposes to present best practices in managing and leading the 21st century workforce. It offers strategies and tools to cultivate well-being in the present day boundary-less work environment. Research shows that organizations with higher levels of employee engagement routinely out-perform those with lower employee engagement. This handbook provides valuable insights into why employee well-being is such a powerful driver of employee performance and engagement and what organizations can do to enhance workplace well-being and fulfillment. It brings the research on workplace well-being up-to-date while precisely mapping its terrain and extending the scope and boundaries of this field in an inclusive and egalitarian manner.

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National Research Council, Institute of Medicine, Board on Children, Youth, and Families, Committee on the Science of Children Birth to Age 8: Deepening and Broadening the Foundation for Success, 2015-07-23 Children are already learning at birth, and they develop and learn at a rapid pace in their early years. This provides a critical foundation for lifelong progress, and the adults who provide for the care and the education of young children bear a great responsibility for their health, development, and learning. Despite the fact that they share the same objective - to nurture young children and secure their future success - the various practitioners who contribute to the care and the education of children from birth through age 8 are not acknowledged as a workforce unified by the common knowledge and competencies needed to do their jobs well. Transforming the Workforce for Children Birth Through Age 8 explores the science of child development, particularly looking at implications for the professionals who work with children. This report examines the current capacities and practices of the workforce, the settings in which they work, the policies and infrastructure that set qualifications and provide professional learning, and the government agencies and other funders who support and oversee these systems. This book then makes recommendations to improve the quality of professional practice and the practice environment for care and education professionals. These detailed recommendations create a blueprint for action that builds on a unifying foundation of child development and early learning, shared knowledge and competencies for care and education professionals, and principles for effective professional learning. Young children thrive

and learn best when they have secure, positive relationships with adults who are knowledgeable about how to support their development and learning and are responsive to their individual progress. Transforming the Workforce for Children Birth Through Age 8 offers guidance on system changes to improve the quality of professional practice, specific actions to improve professional learning systems and workforce development, and research to continue to build the knowledge base in ways that will directly advance and inform future actions. The recommendations of this book provide an opportunity to improve the quality of the care and the education that children receive, and ultimately improve outcomes for children.

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different functions of a business. This book, written by the leading thinkers in sustainability research, provides practical guidance on how companies can resolve the paradoxical challenges they face. How can they be at the same time profitable and responsible, effective and ethical, sustainable and adaptable? It explores what businesses are doing, what they can and should do to effectively respond to external challenges, and focuses on how leaders can create cultures, strategies, and designs far beyond “business as usual”. Stewards must not only make proper current use of that which they hold in trust, they also must leave it in better condition for use by future generations. Corporate Stewardship challenges managers, executives, and directors of global corporations to think and act as stewards of both their organizations and the physical and social environments in which they operate.

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