

wellness program ideas for employees

Wellness Program Ideas for Employees: Boosting Morale and Productivity

Are you looking to create a thriving and engaged workplace? A robust employee wellness program is no longer a nice-to-have, but a necessity for attracting and retaining top talent, boosting productivity, and fostering a positive company culture. This comprehensive guide dives deep into exciting and effective wellness program ideas for employees, providing actionable strategies and innovative solutions to help you design a program that truly resonates with your team. We'll explore everything from budget-friendly options to high-impact initiatives, ensuring you have the tools to create a wellness program that makes a real difference.

I. Understanding the "Why" Behind Employee Wellness Programs

Before diving into specific wellness program ideas for employees, let's understand the core benefits. A well-structured wellness program isn't just about offering free gym memberships; it's a strategic investment in your workforce. The return on investment (ROI) is significant, encompassing:

Improved Employee Health: Reduced healthcare costs, fewer sick days, and increased overall well-being.

Enhanced Productivity and Engagement: Healthier employees are more focused, productive, and engaged in their work.

Reduced Absenteeism and Turnover: A supportive wellness program fosters loyalty and reduces employee turnover.

Stronger Company Culture: Investing in employee well-being demonstrates your commitment to their overall success, strengthening the company culture.

Improved Company Reputation: A strong wellness program enhances your company's reputation as an employer of choice.

II. Budget-Friendly Wellness Program Ideas for Employees

Not every company has a massive budget for employee wellness. Fortunately, many impactful initiatives are surprisingly affordable:

Health Challenges and Competitions: Organize fun, team-based challenges like step count competitions, healthy eating challenges, or even virtual races. Offer small prizes to incentivize participation.

Wellness Workshops and Webinars: Invite professionals to conduct workshops on topics like stress management, nutrition, sleep hygiene, or mindfulness. Webinars offer a cost-effective way to reach a larger audience.

Ergonomic Assessments: Provide ergonomic assessments to help employees set up their workstations to prevent injuries and promote comfort. This can dramatically reduce musculoskeletal

issues.

Mindfulness and Meditation Resources: Offer access to free meditation apps or provide guided meditation sessions during lunch breaks.

Healthy Snack Programs: Provide healthy snacks and drinks in the office break room, encouraging healthier eating habits. This could be as simple as a fruit bowl or discounted healthy options at a nearby store.

III. High-Impact Wellness Program Ideas for Employees

For companies with larger budgets, more comprehensive initiatives can yield substantial results:

On-site Fitness Centers or Gym Memberships: Investing in on-site fitness facilities or subsidizing gym memberships demonstrates a significant commitment to employee well-being.

Health Coaching and Wellness Consultations: Offer personalized health coaching sessions to address individual health goals and concerns.

Stress Management Programs: Implement comprehensive stress management programs, including yoga classes, mindfulness training, and stress reduction workshops.

Mental Health Resources: Provide access to mental health resources, such as employee assistance programs (EAPs) and telehealth options. This is crucial for addressing the rising concerns about mental well-being in the workplace.

Financial Wellness Programs: Financial stress significantly impacts overall well-being. Offer workshops or resources on budgeting, debt management, and financial planning.

IV. Creating a Successful Employee Wellness Program

The key to a successful wellness program lies in thoughtful planning and execution:

Needs Assessment: Conduct a survey or focus group to understand your employees' specific health and wellness needs and preferences.

Program Design: Based on your assessment, design a program that offers a variety of options to cater to diverse interests and needs.

Communication and Promotion: Effectively communicate the program's benefits and how employees can participate. Use multiple channels, including email, intranet, and posters.

Incentives and Rewards: Offer incentives and rewards to encourage participation and motivate employees to stay engaged.

Program Evaluation: Regularly evaluate the program's effectiveness and make adjustments as needed based on feedback and data.

V. Measuring the Success of Your Wellness Program

Tracking key metrics is essential to assess the impact of your wellness program. Consider measuring:

Participation rates: Track the number of employees participating in different program activities.

Employee satisfaction: Conduct surveys to gauge employee satisfaction with the program.

Healthcare costs: Monitor changes in healthcare costs over time.

Absenteeism rates: Track employee absenteeism rates to see if they decrease.

Productivity levels: Measure employee productivity to see if it improves.

Conclusion

Investing in your employees' well-being is an investment in your company's success. By implementing the right wellness program ideas for employees, you can create a healthier, happier, and more productive workplace. Remember to tailor your program to your specific workforce's needs and continuously evaluate its effectiveness. The effort you put in will yield significant returns in employee loyalty, productivity, and overall company success.

FAQs

1. What if my budget is extremely limited? Even with a small budget, you can implement effective programs. Focus on low-cost initiatives like health challenges, wellness webinars, and promoting healthy snacks.
1. How do I encourage employee participation? Make the program fun and engaging. Offer incentives, rewards, and promote the benefits clearly. Focus on activities that resonate with your employees' interests.
1. How often should I evaluate my wellness program? Ideally, evaluate your program at least annually, but consider conducting shorter, more frequent assessments to make adjustments as needed.
1. What if employees don't seem interested? Gather feedback! Find out why they aren't participating and adapt your program to better meet their needs. Consider offering a wider range of activities or providing more incentives.
1. What are the legal considerations for implementing a wellness program? Ensure your program complies with all relevant laws and regulations, particularly regarding employee privacy and discrimination. Consult with legal counsel if necessary.

wellness program ideas for employees: 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 program ideas for employees: *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 program ideas for employees: *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 program ideas for employees: *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 program ideas for employees: 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 program ideas for employees: 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 program ideas for employees: The WOW! Workplace Mike Byam, 2008

wellness program ideas for employees: The Integration of Employee Assistance, Work/Life, and Wellness Services Mark Attridge, Patricia A. Herlihy, R. Paul Maiden, 2006-02 This book presents a comprehensive cross-section of experienced professionals who discuss their efforts to fully integrate employee assistance, work/life, and wellness services.

wellness program ideas for employees: 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 program ideas for employees: 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 program ideas for employees: 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 program ideas for employees: The Miracle Morning (Updated and Expanded Edition) Hal Elrod, 2024-01-09 Start waking up to your full potential every single day with the updated and expanded edition of the groundbreaking book that has sold more than two million copies. “So much more than a book. It is a proven methodology that will help you fulfil your potential and create the life you’ve always wanted.” —Mel Robbins, New York Times bestselling author of The High 5 Habit and The 5 Second Rule Getting everything you want out of life isn’t about doing more. It’s about becoming more. Hal Elrod and The Miracle Morning have helped millions of people become the person they need to be to create the life they’ve always wanted. Now, it’s your turn. Hal’s revolutionary SAVERS method is a simple, effective step-by-step process to transform your life in as little as six minutes per day: - Silence: Reduce stress and improve mental clarity by beginning each day with peaceful, purposeful quiet - Affirmations: Reprogram your mind to overcome any fears or beliefs that are limiting your potential or causing you to suffer - Visualization: Experience the power of mentally rehearsing yourself showing up at your best each day - Exercise: Boost your mental and physical energy in as little as sixty seconds - Reading: Acquire knowledge and expand your abilities by learning from experts - Scribing: Keep a journal to deepen gratitude, gain insights, track progress, and increase your productivity by getting clear on your top priorities This updated and expanded edition has more than forty pages of new content, including: - The Miracle Evening: Optimize your bedtime and sleep to wake up every day feeling refreshed and energized for your Miracle Morning - The Miracle Life: Begin your path to inner freedom so you can truly be happy and learn to love the life you have while you create the life you want

wellness program ideas for employees: Corporate Stewardship Susan Albers Mohrman, James O'Toole, Edward E. Lawler III, 2017-09-29 Stewardship entails a profound understanding and acceptance of the challenges that result from the organization’s interdependence with the societal and ecological contexts in which it operates—and of what it takes to embrace the challenges to be a

force for building a viable future. This book dares to ask 'why' business leaders should embrace stewardship in the current market where profit reigns supreme. A shift in approach represents fundamental change for the corporate world, and even the most advanced corporations consider themselves to be in the starting block of this transition. The book sets out the practical ways in which corporate stewardship can be achieved through embedding new approaches across the 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.

wellness program ideas for employees: 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 program ideas for employees: Ask a Manager Alison Green, 2018-05-01 From the creator of the popular website Ask a Manager and New York's work-advice columnist comes a witty, practical guide to 200 difficult professional conversations—featuring all-new advice! There's a reason Alison Green has been called "the Dear Abby of the work world." Ten years as a workplace-advice columnist have taught her that people avoid awkward conversations in the office because they simply don't know what to say. Thankfully, Green does—and in this incredibly helpful book, she tackles the tough discussions you may need to have during your career. You'll learn what to say when • coworkers push their work on you—then take credit for it • you accidentally trash-talk someone in an email then hit "reply all" • you're being micromanaged—or not being managed at all • you catch a colleague in a lie • your boss seems unhappy with your work • your cubemate's loud speakerphone is making you homicidal • you got drunk at the holiday party Praise for Ask a Manager "A must-read for anyone who works . . . [Alison Green's] advice boils down to the idea that you should be professional (even when others are not) and that communicating in a straightforward manner with candor and kindness will get you far, no matter where you work."—Booklist (starred review) "The author's friendly, warm, no-nonsense writing is a pleasure to read, and her advice can be widely applied to relationships in all areas of readers' lives. Ideal for anyone new to the job market or new to management, or anyone hoping to improve their work experience."—Library

Journal (starred review) "I am a huge fan of Alison Green's Ask a Manager column. This book is even better. It teaches us how to deal with many of the most vexing big and little problems in our workplaces—and to do so with grace, confidence, and a sense of humor."—Robert Sutton, Stanford professor and author of *The No Asshole Rule* and *The Asshole Survival Guide* "Ask a Manager is the ultimate playbook for navigating the traditional workforce in a diplomatic but firm way."—Erin Lowry, author of *Broke Millennial: Stop Scraping By and Get Your Financial Life Together*

wellness program ideas for employees: *The Soul-Sourced Entrepreneur* Christine Kane, 2020-11-17 Can you succeed in business when your strength is more about sensitivity than swagger? If you're moved by meaning, more than manipulation? In other words: Can you succeed while still being you? Christine Kane is living proof that the answer is yes. Far too many of us have swallowed the notion that business owners have to be a certain way to be successful—strategy-obsessed, data-driven, and relentlessly aggressive. Bookstore shelves are lined with guides for entrepreneurs that urge them to Crush it! 10X It! or Unf**k it! Those who aren't crushers or unf**kers of anything are left wondering if something's wrong with them. Like, maybe they're just not cut out for business. A former songwriter and performer, and then founder of Uplevel YOU—a multi-million-dollar business coaching company—Christine Kane shows a new class of entrepreneurs another way. It's time to connect, not crush. In *The Soul-Sourced Entrepreneur*, Kane shares the insights that have helped thousands find success without losing themselves. In these pages, readers will find a practical plan to:

- Toss out ineffective, old-school goal-setting models.
- Reframe your intuition and sensitivity as valuable assets, not as flaws to hide.
- Examine old patterns for clues as to what's been holding you back.
- Clean up the spaces and distractions draining your energy and power.
- Learn to confidently trust in your own wisdom.
- Break free from fear-based decision-making that plagues most businesses.

Throughout the book, you'll hear stories from other soul-sourced entrepreneurs, who employ their own reliable, unique set of best practices based as much in intuition and self-awareness as on specific skills and strategies. Forget business as usual. Your business is personal, and in this new era, authenticity, creativity, and sensitivity are what set businesses apart. *The Soul-Sourced Entrepreneur* is your unconventional plan to build the business of your dreams, and being wildly successful by being you.

wellness program ideas for employees: *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.

wellness program ideas for employees: *The Pig Book* Citizens Against Government Waste, 2013-09-17 The federal government wastes your tax dollars worse than a drunken sailor on shore leave. The 1984 Grace Commission uncovered that the Department of Defense spent \$640 for a

toilet seat and \$436 for a hammer. Twenty years later things weren't much better. In 2004, Congress spent a record-breaking \$22.9 billion dollars of your money on 10,656 of their pork-barrel projects. The war on terror has a lot to do with the record \$413 billion in deficit spending, but it's also the result of pork over the last 18 years the likes of: - \$50 million for an indoor rain forest in Iowa - \$102 million to study screwworms which were long ago eradicated from American soil - \$273,000 to combat goth culture in Missouri - \$2.2 million to renovate the North Pole (Lucky for Santa!) - \$50,000 for a tattoo removal program in California - \$1 million for ornamental fish research Funny in some instances and jaw-droppingly stupid and wasteful in others, The Pig Book proves one thing about Capitol Hill: pork is king!

wellness program ideas for employees: All In Josh Levs, 2015-05-12 When journalist Josh Levs was denied fair parental leave by his employer after his child was born, he fought back—and won. Since then, he's become an advocate for modern families and working fathers. In All In, he explores the changing face of fatherhood and what it means for our individual lives, families, workplaces, and society. Fatherhood today is far different from previous generations. Stay-at-home dads are increasingly common, and growing numbers of men are working part-time or flextime schedules to spend more time with their children. Even the traditional breadwinner-dad is being transformed. Dads today are more emotionally and physically involved on the home front. They are "all in" and—like mothers—they are struggling with work-life balance and doing it all. Journalist and "dad columnist" Josh Levs explains that despite these unprecedented changes, our laws, corporate policies, and gender-based expectations in the workplace remain rigid. They are preventing both women and men from living out the equality we believe in—and hurting businesses in the process. Women have done a great job of speaking out about this, Levs—whose fight for parental leave made front page news across the country—argues. It's now time for men to join in. Combining Levs' personal experiences with investigative reporting and frank conversations with fathers about everything from work life to money to sex, All In busts popular myths, lays out facts, uncovers the forces holding all of us back, and shows how we can all join together to change them.

wellness program ideas for employees: 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.

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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.

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Americans and causing untold disability and loss of function. In the context of the growing opioid problem, the U.S. Food and Drug Administration (FDA) launched an Opioids Action Plan in early 2016. As part of this plan, the FDA asked the National Academies of Sciences, Engineering, and Medicine to convene a committee to update the state of the science on pain research, care, and education and to identify actions the FDA and others can take to respond to the opioid epidemic, with a particular focus on informing FDA's development of a formal method for incorporating individual and societal considerations into its risk-benefit framework for opioid approval and monitoring.

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This book presents a wealth of evidence that reveals how a healthy diet, exercise, and other healthy lifestyles can impact life-span and the risk of cancer, heart disease, diabetes and other chronic diseases. It provides easy-to-follow guidelines that will help individuals begin and maintain a healthy lifestyle for life. No infomercials here, just the facts from an authority who knows.

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