



Workplace Well-Being

Local SHIP contact name

Workplace Wellness Strategies

For seasoned partners who have worked on these strategies:

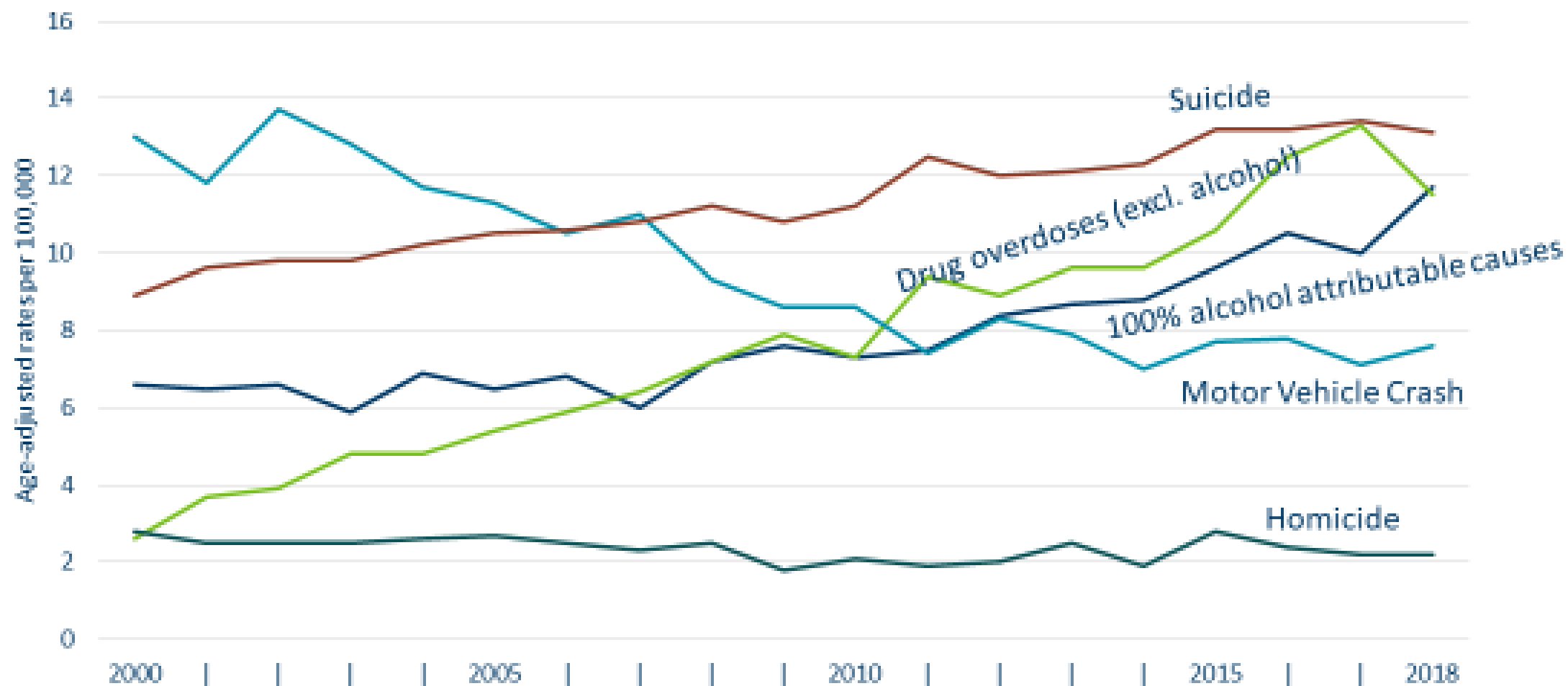
- Healthy Foods and Beverages
- Physical Activity
- Tobacco Cessation
- Breastfeeding Support

Now we're offering an opportunity to partner with SHIP on:

- **Well-being**

1. Why well-being at work?
2. What does well-being look like?
3. How to implement well-being strategies
4. Resources

Suicide, drug overdose, and alcohol-attributable deaths increased substantially in Minnesota between 2000 and 2018



COVID-19 and increased mental health concerns

- In a web-based survey 40.9% of respondents reported:
 - Anxiety disorder or depressive disorder symptoms (30.9%)
 - Trauma- and stressor-related disorder (26.3%)
 - Started/increased substance use to cope (13.3%)
 - Seriously considered suicide in the 30 days before survey (10.7%)



What are you currently doing?

Take inventory of what you are doing around well-being:

- Employee Assistance Program (EAP)
- Work design
- Family-friendly policies
- Human Resources orientation and communication
- Manager Training

SHIP focus on PSE



- Policy, Systems, Environmental changes
- Impacts the culture
- Start with easy wins

Well-being and PSE

E

Design workspace appropriately for the type of work that has to be done, commit to a decluttered workspace

P

Optimize employee health support by addressing policies and practices that impact health such as: sick and vacation leave, work remotely, avoid mandatory overtime

S

Management training (staff development, coaching causes of stress), encourage employee involvement in decision making

SS

Create opportunities to connect people together and avoid social isolation



mindfulness

11 Well-Being Ideas for Employers

Well-being Strategy Options Offer Details to Implement

Overview

Ideas for Employer

mn DEPARTMENT OF HEALTH

Well-being Activities: Assess Stress

ASSESS AND ADDRESS PRIMARY CAUSES OF JOB STRESS AT YOUR WORKSITE

Working at an organization that places value on fostering a lower stress environment can increase employee well-being. According to the National Institute for Occupational Safety and Health, 40% of U.S. workers report their job as stressful or very stressful. The American Psychiatric Association says that excessive workplace stress causes 120,000 deaths and nearly \$190 billion in health care costs each year. When employees experience workload ambiguity, and their skills do not align with their duties, it can cause a great deal of stress. Productivity can increase, and absenteeism and turnover decrease when leadership puts the time and resources into adequately matching employees with their strengths.

Ideas (Choose one or more)

- Read and discuss the [COVID-19: People and organizations under pressure](https://www.imd.org/research-knowledge/articles/COVID-19-under-pressure/) (<https://www.imd.org/research-knowledge/articles/COVID-19-under-pressure/>) study results.
- Assess primary causes of job stress at your workplace by doing one or both of the following: hold discussion groups that include employees, managers, supervisors, and leadership (i.e., supervisor relationships, job expectations, decision-making, and control) and/or, conduct an anonymous survey to garner employee feedback on your organization's environment.
- Discover a framework for creating healthy organizations in the book [Preventive Stress Management in Organizations](https://www.apa.org/pubs/books/4317292) (<https://www.apa.org/pubs/books/4317292>), the second edition by James Campbell Quick.
- Determine opportunities and prioritize causes of stress at work. Which are most harmful? Which can be feasibly addressed: job safety, work-life balance, work overload, job autonomy, social relationships, lack of supervisor support, or others?
- Evidence shows us healthy behaviors help employees better deal with stressful situations. Is your workplace committed to offering employees an environment where physical activity is encouraged and supported? Are healthy foods and a place to prepare them available?
- Does your organization offer employees a private, quiet room – a place to decompress, meditate, pray, or practice mindfulness? Does the culture support employees using the space?
- If managers feel appreciated, supported, and calm, they will pass that on to their employees. Read and share [Resources for Managers to Support Their Teams](https://www.ssc.coop/cms/lib/MN06000837/Centricity/Domain/1/Resources%20for%20Managers%20to%20Support%20Their%20Teams.pdf) (<https://www.ssc.coop/cms/lib/MN06000837/Centricity/Domain/1/Resources%20for%20Managers%20to%20Support%20Their%20Teams.pdf>) from WELCOA.
- Promote your organization's Employee Assistance Program (EAP). Make sure employees are aware of all its benefits and its confidentiality.

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Resources

Videos

HEADER REPEATS FROM PAGE 2 ONWARD

- Revisit your organization's policies, (including allowing flexible work time and the ability to work off-site) to ensure they are family-friendly and allow employees to achieve a healthy work/life balance.
- Examine your organization's on-boarding processes. Are your culture, values, and policies around wellness benefits, healthy eating, and active living clearly explained and re-visited on a recurring schedule?
- Set goals, identify solutions; create an action plan to address at least one issue.
- Other _____

Resources

- [Supporting Employees in Managing Stress](https://www.ssc.coop/cms/lib/MN06000837/Centricity/Domain/1/Supporting%20Employees%20in%20Managing%20Stress.pdf) (<https://www.ssc.coop/cms/lib/MN06000837/Centricity/Domain/1/Supporting%20Employees%20in%20Managing%20Stress.pdf>), WELCOA
- [Workplace Stress Survey](https://www.stress.org/workplace-stress) (<https://www.stress.org/workplace-stress>), The American Institute of Stress
- [Workplace Stress](http://workplacementalhealth.org/Mental-Health-Topics/Workplace-Stress/) (<http://workplacementalhealth.org/Mental-Health-Topics/Workplace-Stress/>), Center for Workplace Mental Health, American Psychiatric Association

Video Resource

- [Working With Stress](https://www.cdc.gov/niosh/docs/video/stress1.html) (<https://www.cdc.gov/niosh/docs/video/stress1.html>), National Institute for Occupational Safety and Health (NIOSH)

Minnesota Department of Health
Office of Statewide Health Improvement Initiatives
85 East 7th Place, Suite 220, PO Box 64862
St. Paul, MN 55164-0862
<https://www.health.state.mn.us/communities/hhs/index.html>
Updated: October 2020
To obtain this information in a different format, call 651-201-5443. Printed on recycled paper.

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First steps/assessment



1. Assess stress
2. Build resiliency
3. Connect equity and well-being

1. Assess stress

- Working at an organization that values fostering a lower stress environment can increase employee well-being.

40% of U.S
workers report
their job as
stressful or very
stressful

2. Build resiliency skills



3. Connect equity and well-being

- Equity is a key ingredient of well-being
 - Equity in the workplace means fair treatment for all, supporting coworkers right to be different.
 - Equity in the community is defined by all in the community having a fair opportunity to live a long and healthy life.

Systems change



4. Work with an EAP
5. Get connected
6. Psychological safety
7. Reduce mental health stigma
8. Consider remote workers



4. Work with an Employee Assistance Program (EAP)

- Do you offer an EAP?
- How can you better utilize your EAP?
- If not, is it time to assist employees with skills to help in both their personal and professional world?
- Well-being can increase when employees have the tools.

5. Get connected

- Fostering social connections at work is important for well-being



6. Psychological safety



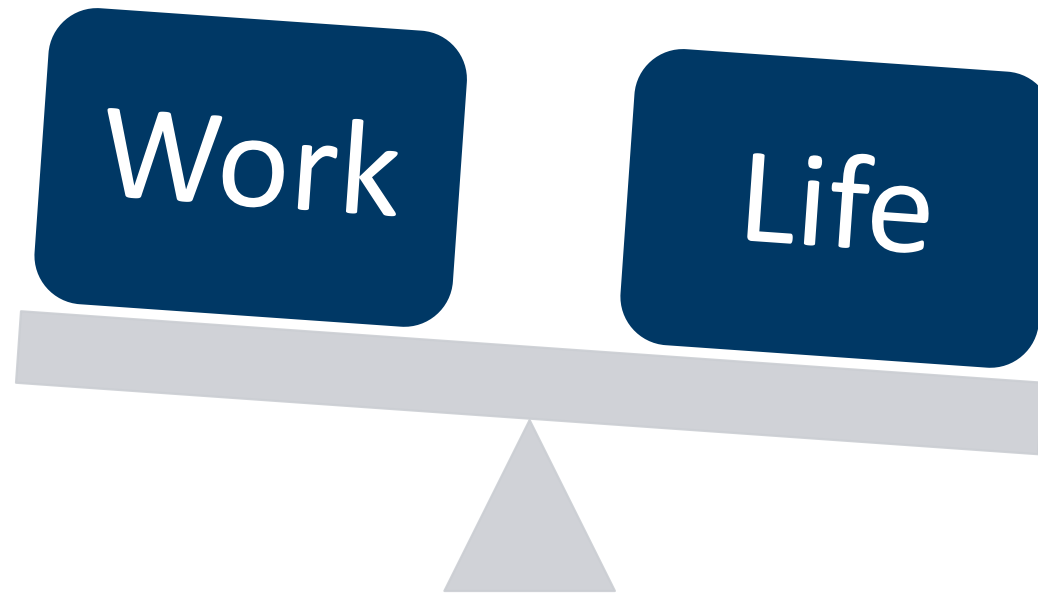
- Psychological safety is a shared feeling that it is OK to be open and honest in a group setting

7. Reduce mental health stigma

- 8 out of 10 workers say shame and stigma prevent them from seeking mental health care
- Taking steps to eliminate stigma at work can foster employee loyalty and retention
- In one recent poll, 57% of employees said they would be more loyal, more productive, and take less time off work if their employer proactively supported workforce mental health.

8. Consider remote workers

- Fostering a workplace culture that prioritizes an appropriate work/life integration can improve employee well-being.



Policy and environmental changes



9. Create life-friendly policies



10. Create quiet spaces

11. Safe work spaces

9. Create life-friendly policies

- Employers offering more options regarding when, where, and how work is done
- Companies with family-friendly policies experience short and long-term benefits.



10. Create quiet spaces

- Quiet spaces in the workplace used for reflection, prayer, and relaxation
- It provides a peaceful space in which employees can escape the work demands



11. Safe workspaces

- Creating a safe work environment will reduce the transmission of COVID 19
- Addressing concerns with sound practices will ensure confidence while managing employees' and visitors' physical and emotional health.



Attend meetings virtually if possible.



Allow for 6 feet of space per person.



Maintain sufficient spacing in conference rooms.



Questions for your next steps

Which of the 11 strategies speak to you?

What do you think your employees need most in during the pandemic?

Who should you connect with to decide a course of action?

- Leadership?
- Your committee?
- HR?

Would it be better to strengthen some current well-being practices?

Questions?
Thank you for coming!
< insert your contact info >