



From Wellness
to
Wellbeing



Agenda

Wellness vs. Wellbeing

Why Employers Should Care

A Word about Participation vs. Engagement

Connecting the Dots

Creating a Culture of Health & Safety

Wellness vs. Wellbeing

Synonymous in dimension



Wellbeing

- Career
- Financial
- Social
- Physical
- Community

BUT...

Wellness vs. Wellbeing

- "wellness" has been diluted in marketplace
- traditional workplace wellness is flawed
 - intense focus on physical health
 - unrealistic expectations
- incentives may not be effective
 - participation? probably
 - engagement? doubtful



Shift to wellbeing...

Requires focus on **whole person health**, not just physical

- Career*
 - Purpose in your work; liking what you do each day
- Financial*
 - Managing your economic life to reduce stress and increase security
- Social*
 - Having supportive relationships and love in your life
- Physical*
 - Having good health and enough energy for daily tasks
- Community*
 - Liking where you live, feeling safe, and having pride in your community

*Based on the Gallup-Healthways Wellbeing Index

Why Should Employers Care?

- All aspects of wellbeing influence each other
- Physical health is a poor predictor of who will actually get sick/have claims
- Meet Jane...

Why should employers care?

- Adults who are thriving in all 5 areas of wellbeing
 - 41% fewer unhealthy days
 - 65% less likely to be involved in workplace accident
 - 81% less likely to look for a new employer
- Study on increasing/decreasing levels of engagement at work
 - Total cholesterol and triglycerides decreased significantly as engagement increased
 - Decreasing engagement resulted in increased levels of total cholesterol and triglycerides

*Based on research by Gallup

Why should employers care?

There's an energy crisis!

74% of employees are experiencing a personal energy crisis

Result: less engaged, exhausted, less focused, less efficient, overwhelmed...yikes!

A Word about Engagement



A World of Strategic Engagement



Connecting the Dots...

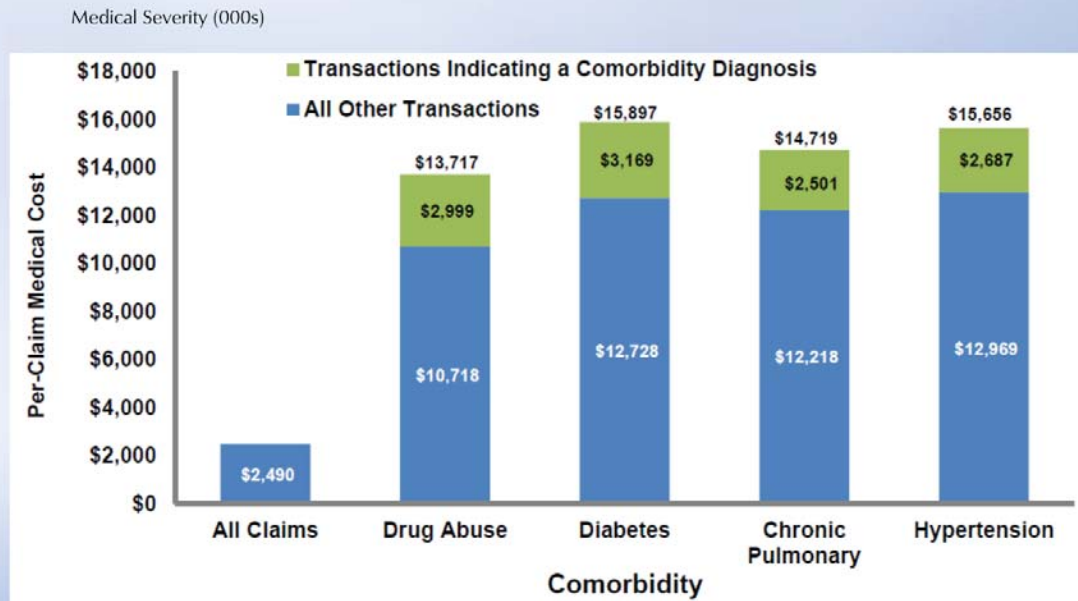
Wellbeing also affects Disability & Workers Compensation

- Trust is a key predictor in whether or not a return-to-work program is successful
- Strains/sprains are key indicators that workplace culture could be the culprit
- Johns Hopkins University Medical Center Study of 8 aluminum plants indicated 85% injured on the job were overweight or obese
- Duke University Study:
 - obese EE's have 2x number of claims per 100 EE's & lose 13x as many work days
 - indemnity costs are 11x higher & medical costs are 7x higher on those claims
- Employers can achieve 30% savings through workplace health promotion programs

NCCI Study: Obesity

- Indemnity Benefit Duration 5x Longer
- Medical Costs for Morbidly Obese 6.8x higher
- Morbidly Obese EE's 2x as likely to have WC claim
- Morbidly Obese EE's missed 13x more work days

Claims With Comorbidity Diagnosis Generally More Costly Than Other Claims



Source: NCCI Research Brief "Comorbidities in Workers Compensation" October 2012

5 specific conditions that affect outcome of injury

Diabetes
Depression
Hypertension
Obesity
Tobacco

Depression and Diabetes associated with higher medical costs regardless of injury type

WC claims where co-morbid conditions present had significantly higher medical costs

Source: The Impact of Comorbid Conditions on Workers' Compensation Medical Costs. Coventry Workers' Comp Services.

Boston's Gourmet Pizza vs. Childers

- 25-yr old, 6' tall, 340 lbs, smoker
- Struck in back by refrigerator door



- Entitled to receive "secondary medical treatment, including surgery, for weight reduction as a precursor to his primary entitlement to back surgery to directly repair the result of his work-related accident"
- ordered to pay medical & indemnity benefits while prepares and recovers from gastric bypass

So now what...?!

A problem has been identified,
but what's the solution?

Culture

A way of life of a group of people -
the behaviors, beliefs, and values they accept,
generally without thinking about them,
that are passed along
by communication and imitation...

Simply put...

The "normal" way
of doing things

Creating the Culture

First you have to ask ?'s

1. What is the current culture?
2. What do you want it to be?
3. Are your current leaders a help or a hindrance?

?s to Ask Your Employees*

- How would you describe ABC's culture? (make this multiple choice)
- Do you know how the work you do impacts the company's mission/vision?
- Do you feel the leadership of the organization supports your individual health and wellbeing?
- Do you have the resources to do your job effectively?
- Do you feel valued at work?
- Do you trust leadership/your supervise to do what they say they will do?

*Probably best to have 3rd party initiate survey

?s to Ask Yourself

- Does Health & Safety commitment start at the top?
- Are sufficient resources allocated?
- Are health & safety goals on the "managerial dashboard"?
- How has morale been lately?
- What are relationships like between management and employees?
- Do managers and supervisors "walk the walk"?
- Are your employees happy...are they engaged?

After You've Asked the ?'s

Use the data to craft a plan

- This is not a 1 or 2 person "project"
- Involve multiple people from multiple work groups
- Be prepared for change to occur slowly
- Achieving workplace and employee wellbeing is an ongoing effort

Resources

Gallup-Healthways Wellbeing Index
<http://www.well-beingindex.com/>

Total Worker Health
<http://www.cdc.gov/niosh/TWH/>

How to Build a Thriving Culture at Work by Rosie Ward & Jon Robison

Thank you!

Questions?

