

Presentation to begin

08:30

a.m.

Pacific time  
(11:30 a.m.  
Eastern)



# How to Support Mental Health in the Workplace

Aligning People, Place, and Purpose for Wellness



October 17, 2019



# Housekeeping Notes

- Follow-up email:
  - Recording
  - Certificate of completion with SHRM and HRCI codes
  - PDF of slide deck
  - Other resources
- Questions
- Survey



WELLNESS COUNCIL OF AMERICA

## Your Presenter

Sara Martin Rauch, MS  
Chief Operations Officer  
WELCOA



## VISION

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Be a transformative force that improves the health and well being of all working people.

## MISSION

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WELCOA will recognize, educate, and provide tools and resources to improve behaviors, cultures, and the organizations we serve.



CONTROL  
RISK



MINIMIZE  
COST



TAKE CARE OF  
EMPLOYEES

85%

of U.S. employers with more than 1,000 employees offer a wellness program\*

*but only*

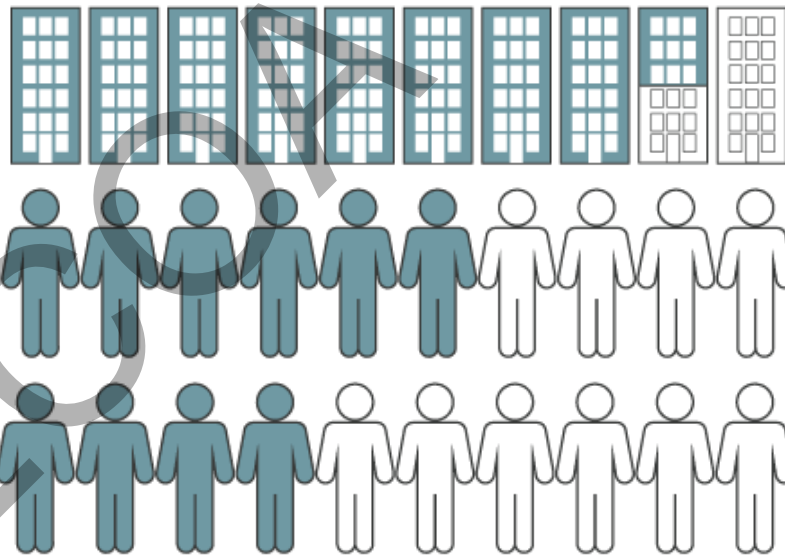
60%

of employees in these companies are aware that their company offers a wellness program\*\*

*and only*

40%

of employees who are aware of the program actually participate in it\*\*



**THE BOTTOM LINE:** Only **24% of employees** at companies that offer a wellness program participate in it.

\*Source: RAND Health: Workplace Wellness Programs Study 2012

\*\*Source: Gallup U.S. Panel Members

**\$43,603,560**





What is wellness all  
about anyways?



Life.

Success

Debt

Stress

Money  
Health

Childrens



Mortgage

Business

Work

Parents

Oh!

Divorce

Doctor

Law

Elderly  
Parents

Bas

Team

Childcare

Love

Problems

Diet

\$

Time

Career



Family

Medicine

Shopping

Car  
Loan

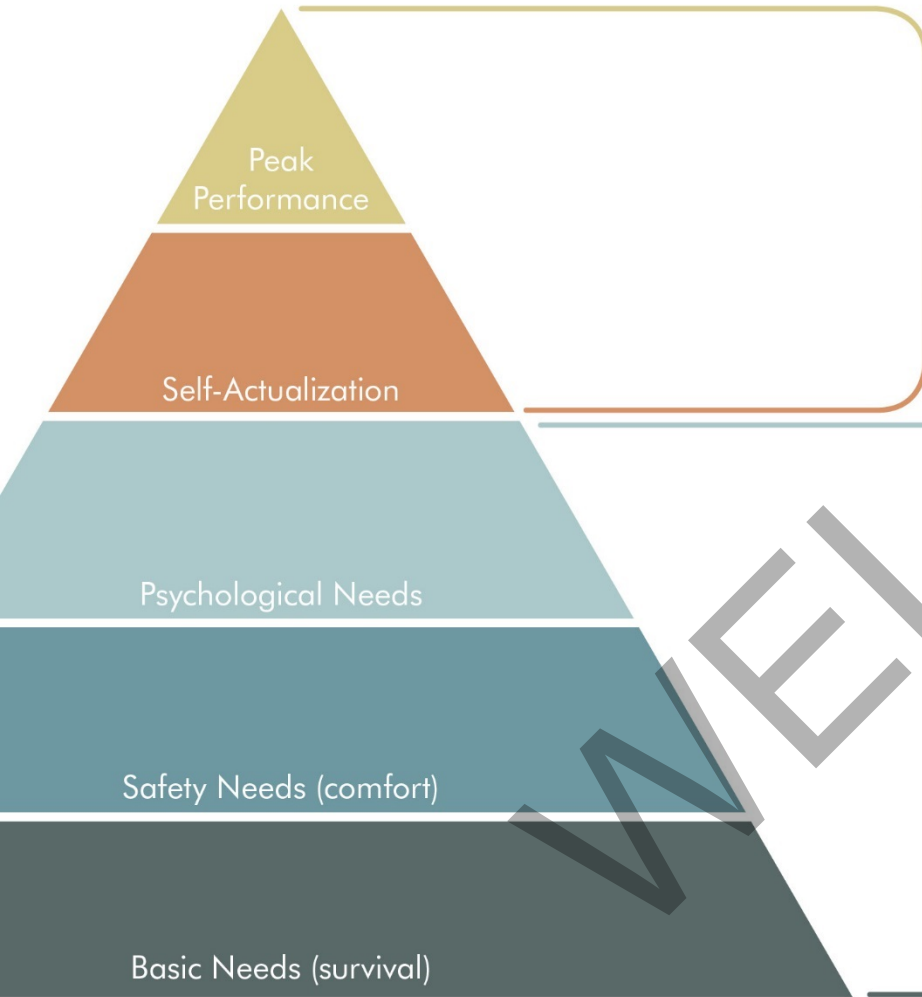
Pain

Sale



X





Low-fat, high fiber diet  
7+ hours of sleep a night  
Blood pressure under 140/90  
Low cholesterol  
Up-to-date preventative screenings  
Regular check-ups  
Exercise 30 minutes a day

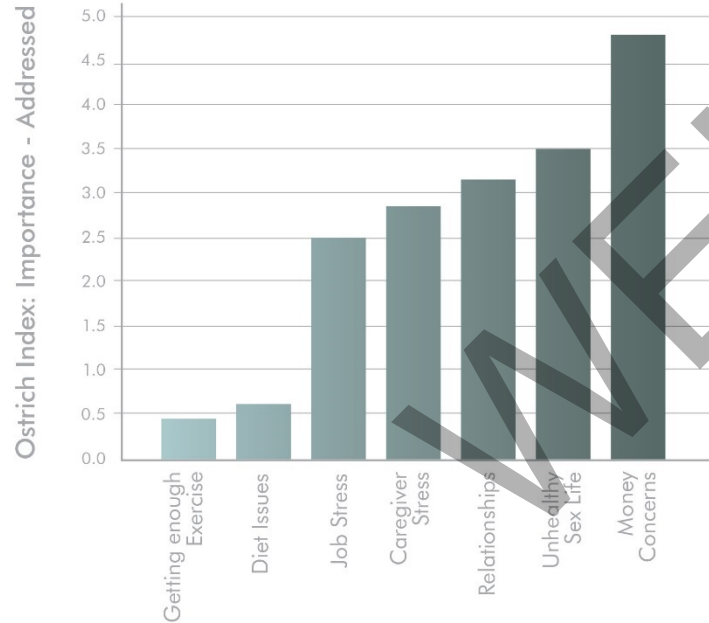
Sex, drugs and a crappy boss...  
and money, and caregiving,  
and sleeplessness,  
and a troubled marriage



"It's no secret that many Americans could be healthier, but what's astounding is how little we understand about why. It's not because we're lazy or don't want to be healthy, it's because we have a life, which can get messy and can frequently get in the way of health, happiness and productivity."

-ALEXANDRA DRANE, CO-FOUNDER OF ELIZA CORPORATION

## THE OSTRICH INDEX™

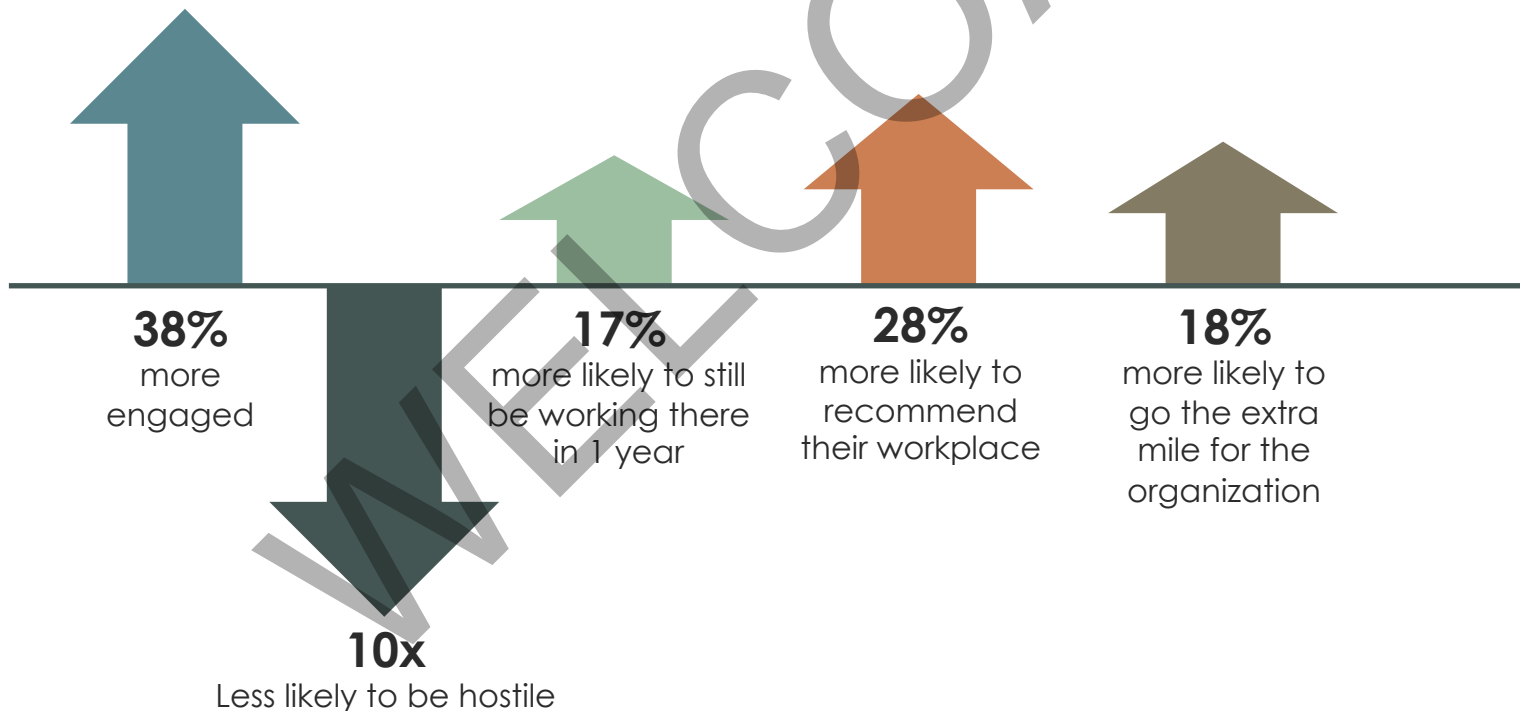


### KEY FINDINGS INCLUDE:

- 94% reported dealing with at least one of the following issues: money concerns, social conflicts, relationship conflicts, caregiving, job stress, depression, trouble sleeping, bad sex life, getting enough exercise or diet issues.
- 36.6% identified 1-4 issues; 40.2 percent identified 4-6 issues, and 17 percent said they were dealing with as many as 7-9 issues.
- Of the named issues, the greatest importance was placed on job stress, caregiver stress and money concerns, followed closely by unhealthy sex life and relationship issues.
- As the number of issues a person is dealing with increases, their self-reported general health ranking went down.

## THE VALUE OF A HEALTHY ORGANIZATION

When employees believe their employer cares about their health and well-being, they are...

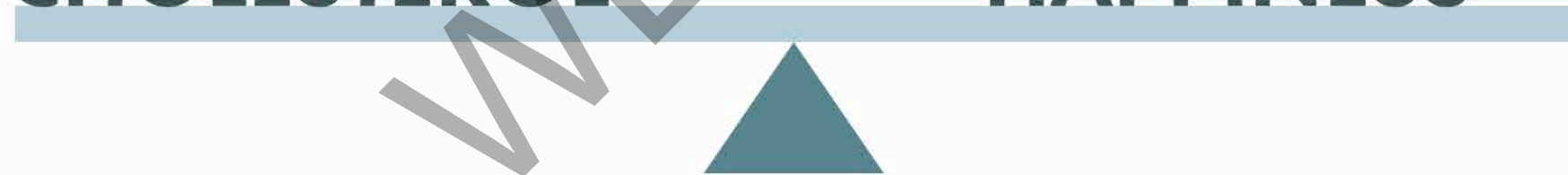




IT'S NOT JUST ABOUT THE NUMBERS

**BMI**  
**ROI**  
WEIGHT  
BLOOD SUGAR  
**CHOLESTEROL**

**SUCCESS**  
FUN FAMILY  
THE GOOD LIFE  
**HAPPINESS**





## THE WELCOA INSTITUTE

BROWSE COURSES

FEATURED

MOST POPULAR

NEWEST

What would you like to learn?

OK

[Become a Member](#)

LOG IN

CEU

Inspiring Wellness Through Supportive Cultures

**P4: PEOPLE, PLACE, PURPOSE & PERFORMANCE**

0h 54m | Ryan Picarella | Jun 21, 2016 | Topics: Culture of Health, Employee Engagement, Lifestyle Management, Nutrition, Physical Activity

+ ADD



1

WATCH

2

QUIZ

3

EVALUATE

INCENTIVES

You must be logged in with a WELCOA account to view all available courses and complete the quiz.

LOG IN

BECOME A MEMBER

TRY IT FREE

## IN THIS COURSE

▼ Part 1.	Introduction	01m
▶	<a href="#">Introduction to P4</a>	1m 48s
▶ Part 2.	The P4 Model	52m
▶ Part 3.	Conclusion	00m

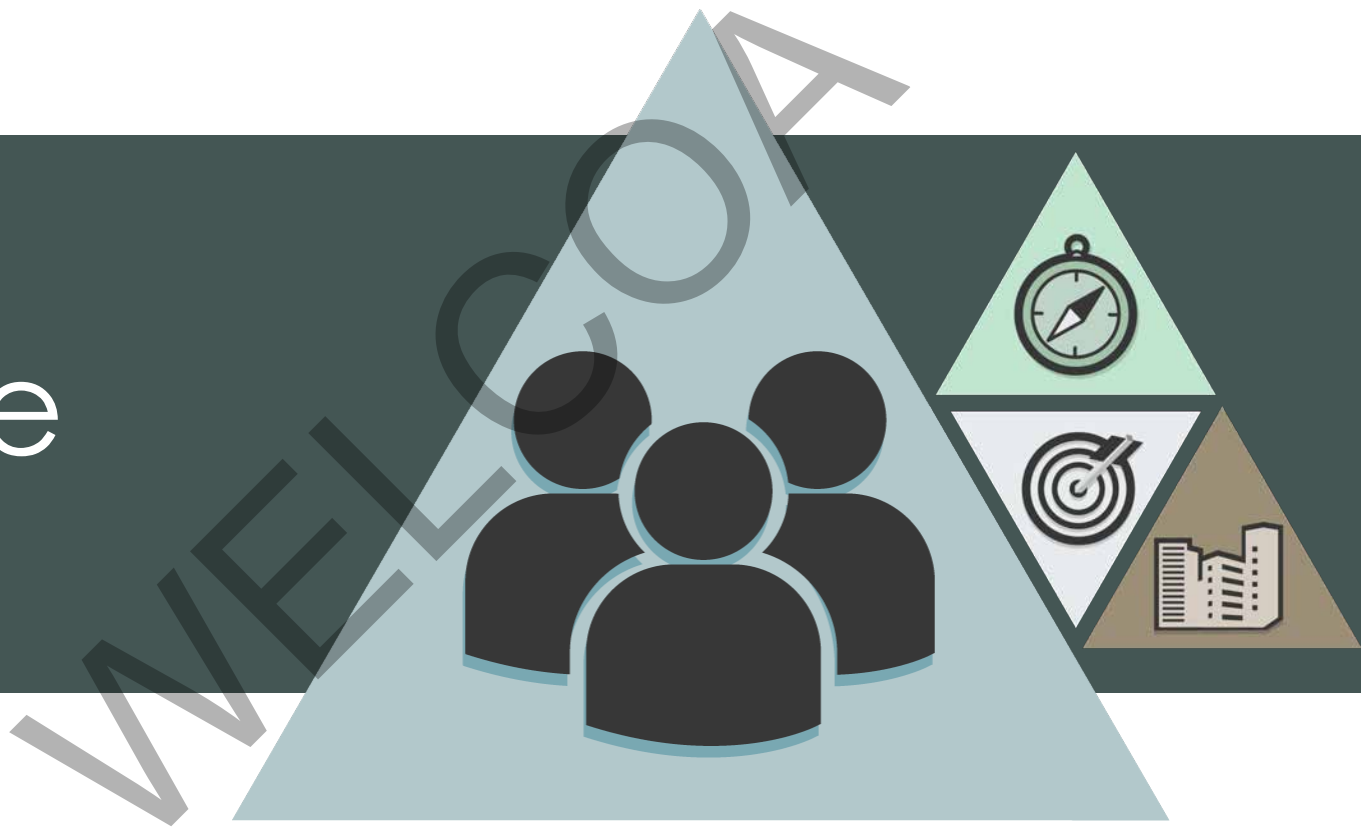
## ABOUT THIS COURSE

Traditional wellness programs have focused primarily on improving biometric markers among participants. While it is undeniable that our industry has done great work to improve health, this approach has yielded low program participation, questionable long-term gains, and can be costly to implement. Fortunately, health promotion programs have begun to evolve and adapt a more holistic approach. Learn a new model for conceptualizing the wellness programs of tomorrow. Led by WELCOA President Ryan Picarella, the P4 model of People, Place, Purpose and Performance provides a framework for building strong organizational cultures that improve health, create conditions for employees to succeed and ultimately choose wellness for themselves.

## EARN CEU ACCREDITATION



People



# PEOPLE

- The Employee Lifecycle
- Employee Assistance Programs
- Organizational Development & Training
- Safety
- Health & Wellness

# Wellstream

## Health Risk Assessment

### INSTRUCTIONS

This personal health assessment should take only 10 to 15 minutes to complete. Your participation is completely voluntary. By completing this health survey, you will receive important feedback concerning your health status and what you can do to become healthier. Please answer all questions and complete the survey to the best of your ability. Your information and personal responses will be kept strictly confidential.

- ⇒ Use a **Number 2 pencil** only.
- ⇒ **Print clearly** in the boxes and make heavy black marks, **filling the ovals completely**.
- ⇒ **Erase** changes cleanly, and **do not make any stray marks**.
- ⇒ **Do not fold or wrinkle** the questionnaire.

Proper Mark



Improper Marks



### NAME AND ADDRESS — PRINT CLEARLY

\*FIRST NAME

\*LAST NAME

\*HOME ADDRESS

APARTMENT #

\*CITY

\*STATE

\*ZIP

DAYTIME PHONE

EVENING PHONE

1. In the last 30 days, how often have you felt tense, anxious or depressed?

- Almost every day
- Sometimes
- Rarely
- Never

2. To what would you attribute the majority of your stress?

**CHECK ALL THAT APPLY**

- Family
- Work
- Finances
- Health

3. In general, how would you rate your physical health?

- Excellent
- Very Good
- Good
- Fair
- Poor

4. How often do you experience back pain that interferes with your ability to perform work and non-work tasks?

- Never
- Sometimes
- Often
- Always

## YOUR HRA FEEDBACK

- Quit smoking or die!
- Eat better or die!
- Get moving or die!



# 1

Schedule regular leadership meetings that focus on alignment among safety, health promotion, and other employee-focused initiatives.





## Case Study: Being a Champion



# Place



# Place

- Supportive environments for health promotion
- The water we're swimming in



---

# Environment

**En:** To cause.

**Viron:** To enclose or draw a circle around.

**Ment:** A resulting state

# THE POWER OF ENVIRONMENT



- » **Casinos** are brilliantly designed from an environmental perspective... Few settings can manipulate the human mind as successfully as these places.
- » Every day in the U.S., slot machines alone take in more than **\$1 billion** in wagers.



# THE IMPACT OF THE BUILT ENVIRONMENT ON HEALTH: AN EMERGING FIELD





**33% of respondents** say that the design of an office would affect their decision to work for a company.

BUT

**58% of respondents** report not having live plants in their office, and **47% report** having no natural light in their office.



Biophilic elements include direct experiences of nature (plants, water, light), indirect experiences (natural materials, forms, images), and experiences of space and place (mobility and wayfinding).

DESIGN ELEMENT	PERCENTAGE
1. Natural Light	44%
2. Indoor Plants	20%
3. Quiet Working Space	19%
4. A View of the Sea	17%
5. Bright Colors	15%



Employees who work in office spaces that incorporate natural elements such as natural light and greenery report:

15% HIGHER LEVELS OF WELL-BEING

---

15% HIGHER LEVELS OF CREATIVITY





## INSPIRED ORGANIZATIONAL CULTURES

---

- The **built environment** influences a person's level of physical activity. For example, inaccessible or nonexistent sidewalks and bicycle or walking paths contribute to sedentary habits. These habits lead to poor **health** outcomes such as obesity, cardiovascular disease, diabetes, and some types of cancer.

<https://www.cdc.gov/nceh/publications/factsheets/impactofthebuiltenvironmentonhealth.pdf>

The Story of  
**Bob & Linda**



# The Betrayal of Work

Beth Shulman



# SAFETY FIRST

## KEEP FLOORS FREE OF OIL & GREASE

### KNIFE SAFETY

Do not try to catch a falling knife.

Knives are picked up by the handle not the blade.

Knives are kept sharpened for ease of use.

Wire mesh gloves are worn when cleaning knives.

Clean, sanitized cutting boards are available and available



## Kitchen & Food Safety

### PREVENTING CUTS



## Using Knives Safely

- Keep knives sharp
- Cut away from body

If knife falls, jump back and let it drop

Wash separately from other

## Don't:

- ⊘ Touch knife blades.
- ⊘ Try and catch a falling knife, let it fall.
- ⊘ Hand a knife to someone. Put it down on the counter and let him or her pick it up.
- ⊘ Leave a knife soaking in a sink of water.
- ⊘ Talk to people while using a knife.



# Muscle V. Fat

Which do YOU choose?

## MUSCLE

1 pound of muscle

- burns more calories per day and takes up less space.



EARN muscle with consistent activity and exercise.

## FAT

1 pound of

- takes up more space - a person with a higher body fat percentage appears larger.



GAIN body fat by eating too many calories and not getting enough physical activity.

## WELLNESS

Wellness means being healthy in body and mind.



By Megan Yuan

Grade 10, Staten Island Technical High School

Teacher: Richard Mariani

Principal: Vivient Maricic

This poster is one of the winning designs from the 2015 School Wellness Poster Contest sponsored by the New York City Department of Education.



For more information about wellness, nutrition, and physical activity go to [www.schools.nyc.gov/Wellness/WellnessHealthEducation.htm](http://www.schools.nyc.gov/Wellness/WellnessHealthEducation.htm)

# You are WHAT YOU EAT.

How you feel directly relates to what you eat. Be the most incredible you - think about what you eat.



SIMPLY GOOD NUTRITION  
[www.simplygoodfood.org](http://www.simplygoodfood.org)

# Your STOMACH is NOT a GARBAGE CAN

LifeExtension  
Produced by WELCOA

[le.co/junk](http://le.co/junk)

# LUNCH AND LEARN

# CLEAN EATING challenge 2015

# LUNCH & LEARN

## HEALTHY EATING ON THE GO

**We get it:** healthy eating can be hard sometimes, and it's an even bigger struggle when you're busy. Join us for the March Lunch & Learn to discover how you can stick

WELCOA®



\$1.75 C0    \$1.75 C2    \$1.75 C4    \$1.75 C6    \$1.75 C8



\$1.50 D0    \$1.50 D1    \$1.50 D2    \$1.50 D3    \$1.50 D4    \$1.50 D5    \$1.50 D6    \$1.50 D7    \$1.50 D8    \$1.50 D9

We Do This Every Day



\$1.25 F8

# 2

Identify the ways in which your environment is working against you (ask your people).

# International Well Building Standard



<https://www.wellcertified.com/>



# Well Building Standard

- Grounded in a body of medical research
- Connection between buildings and the health and wellness of their occupants
- Seven concepts related to occupant health in the built environment



AIR

WATER

NOURISHMENT

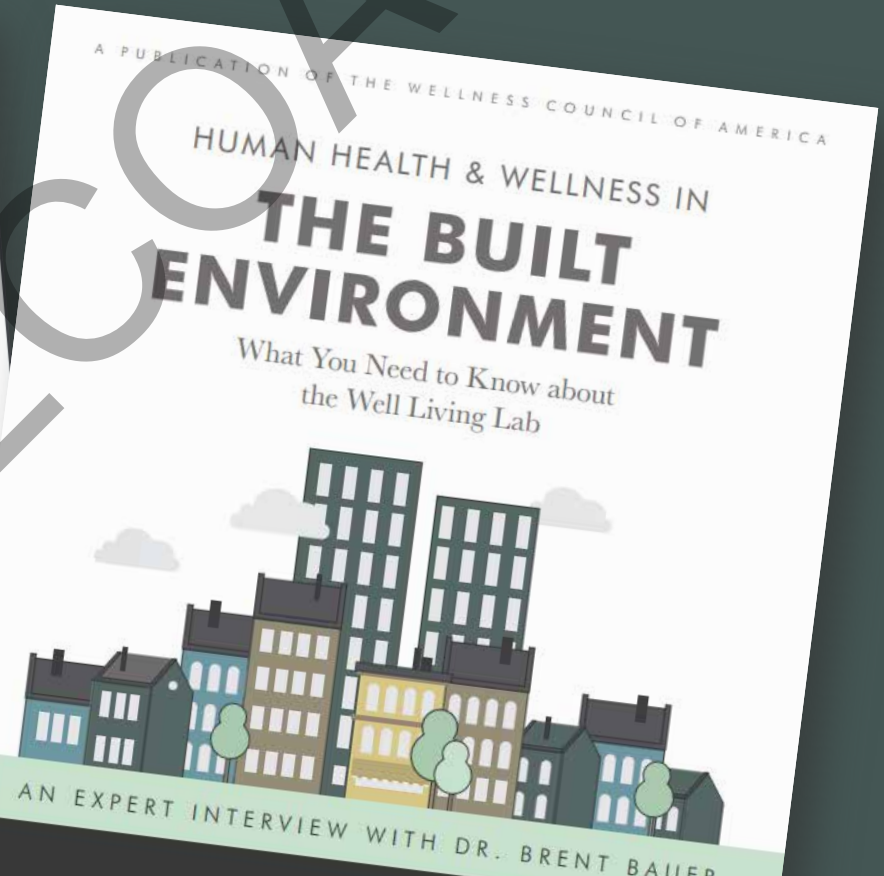
LIGHT

FITNESS

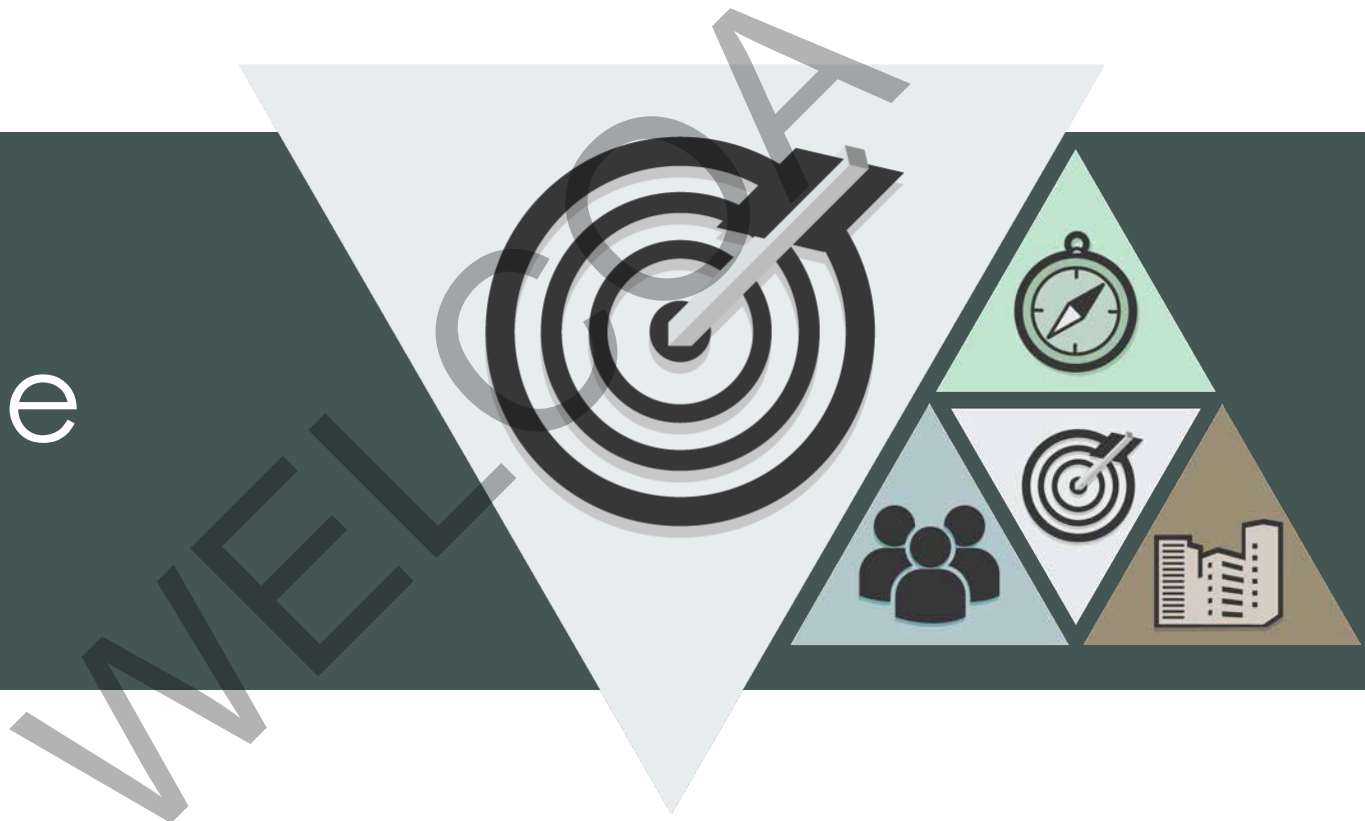
COMFORT

MIND

# WELCOA Resources



# Purpose

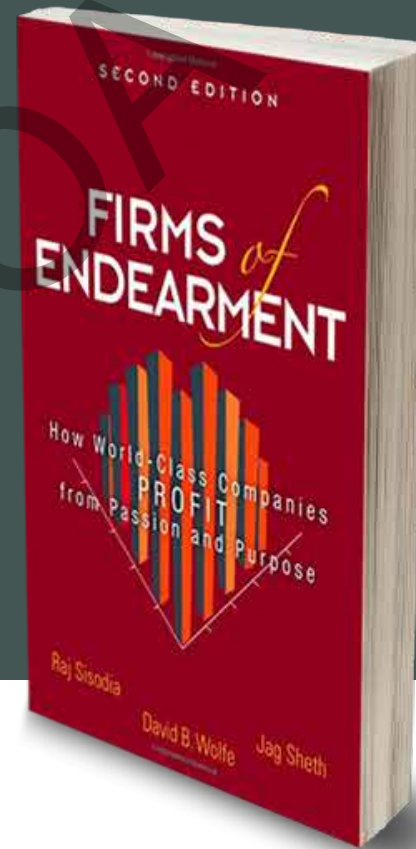




The need for **purpose** is one the defining characteristics of human beings. Human beings **crave purpose**, and suffer serious psychological difficulties when we don't have it. Purpose is a **fundamental component of a fulfilling life.**

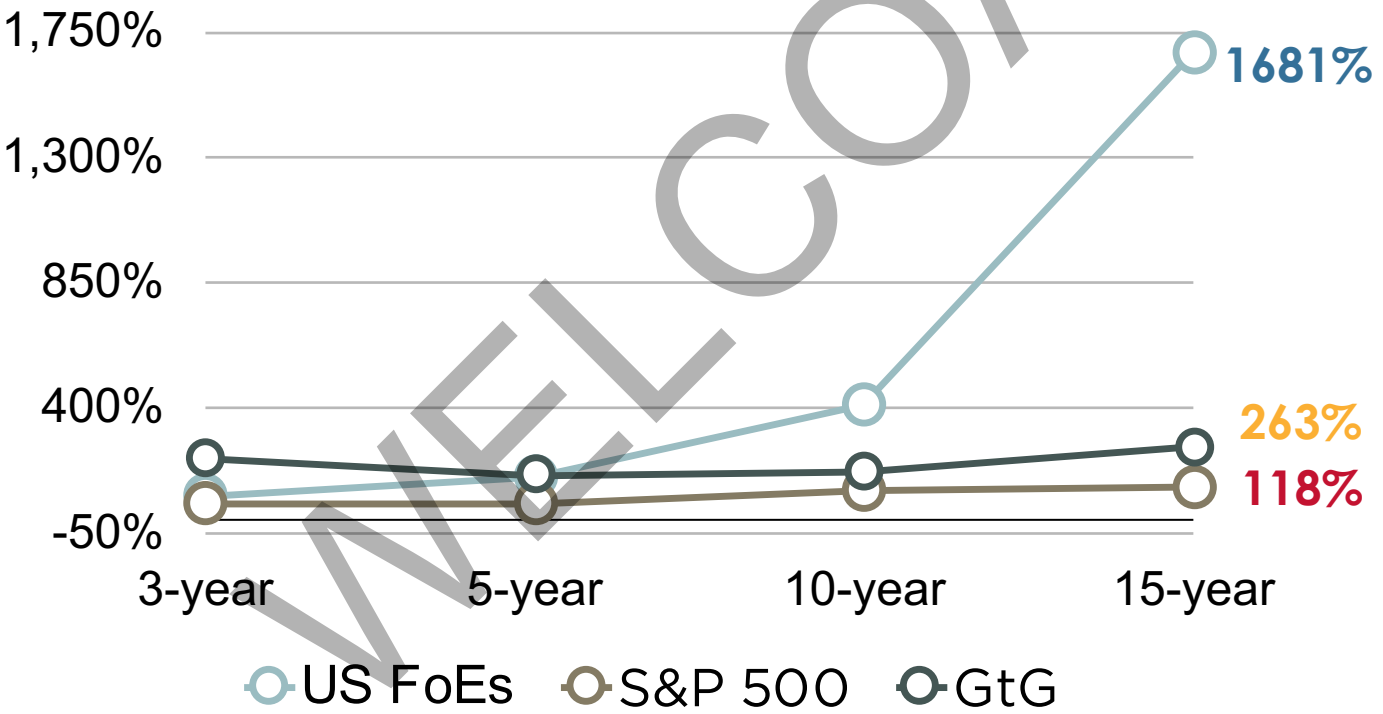
—Steven Taylor, *The Power of Purpose:  
Why Purpose Is So Important For Our Well-Being*

# Sense of Purpose



# Investment Performance of *Firms of Endearment* Companies versus *S&P 500* and *Good to Great* companies, 1998-2013

(cumulative total returns)



# Emerging Research: Why Connect Employees with Meaning & Purpose?





## Two Types of Value-Affirmation: Implications for Self-Control Following Social Exclusion

Social Psychological and  
Personality Science  
3(4) 510-516  
© The Author(s) 2012  
Reprints and permission:  
sagepub.com/journalsPermissions.nav  
DOI: 10.1177/1948550611427773  
<http://spps.sagepub.com>



Aleah Burson<sup>1</sup>, Jennifer Crocker<sup>2</sup>, and Dominik Mischkowski<sup>2</sup>

### Abstract

The authors tested the hypothesis that affirming self-transcendent values attenuates negative consequences of self-threat better than affirming self-enhancement values. If value-affirmation buffers against threat because it bolsters the self, then affirming either a self-transcendent or self-enhancement value should similarly prevent typical decreased self-control after exclusion. However, if value-affirmations buffer the effects of threat because they promote self-transcendence, then affirming values related to self-transcendence should provide a better buffer against decreased self-control after exclusion. Ninety-two undergraduate students received either intentional or unintentional social exclusion. Participants then affirmed either a self-transcendent or self-enhancement value, or wrote about their daily routine. Consistent with predictions, participants ate more cookies when they were intentionally rather than unintentionally excluded; this effect was attenuated by affirming an important value, especially a self-transcendent value. This suggests that value-affirmation may be a particularly effective method of coping with self-threats when it increases self-transcendence.

### Keywords

self-control, value-affirmation, social exclusion, ego threat, self-transcendence

92

COLLEGE STUDENTS



SOCIAL EXCLUSION

**INTENDED**

“You weren’t picked.”

**UNINTENDED**

“You were picked...  
but randomly chosen to  
work alone”

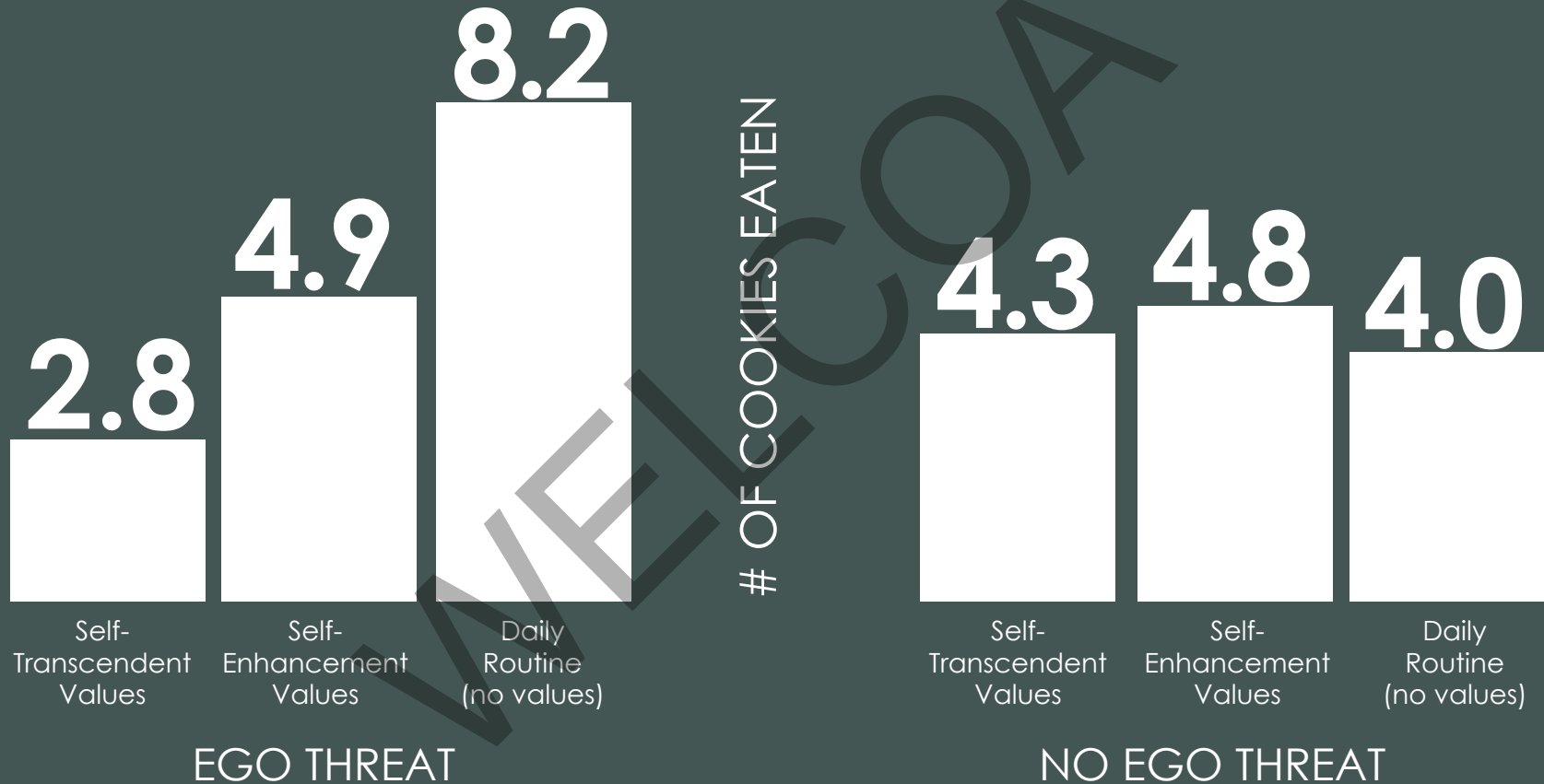




“Please taste-test these cookies”



## Ego threat by type of value affirmed on self-regulatory exertion



A close-up photograph of a man with a shocked or surprised expression, his eyes wide and mouth slightly open. He is holding a lit cigarette in his mouth. The image has a teal color overlay and a large, semi-transparent watermark reading 'WELCOA' diagonally across the center. A dark horizontal bar at the bottom contains the title text.

# Self-Affirmation and Health

THE REAL HUMAN DRIVERS FOR CHANGE

COMPETENCE.  
RELATEDNESS.  
AUTONOMY.

# 3

Do one thing  
to help employees  
tap into higher  
purpose at work.

50% reduction  
in accidents







# THE WELCOA INSTITUTE

THE WELCOA INSTITUTE FOR WELLNESS STUDIES **Watch. Quiz. Evaluate.**

BROWSE COURSES FEATURED MOST POPULAR NEWEST

CEU

Creating Purpose in Life  
**A NEW DIRECTION FOR FULL ENGAGEMENT & HEALTH**

0h 52m | Vir Stroeher, PhD, MPH | Sep 30, 2016 | Topics: Behavior Change, Employee Engagement, Lifestyle Self-Care

+ ADD

1 WATCH 2 QUIZ 3 EVALUATE

**IN THIS COURSE**

- ▶ Part 1. Introduction
  - ▶ [A New Direction: Introduction](#)
- ▶ Part 2. A New Direction
- ▶ Part 3. Conclusion

THE WELCOA INSTITUTE FOR WELLNESS STUDIES **Watch. Quiz. Evaluate.**

BROWSE COURSES FEATURED MOST POPULAR NEWEST  OK

CEU

A Surprising Solution to Improve Health  
**ACHIEVING PURPOSEFUL HEALTH PROMOTION**

0h 44m | WJ Shaar, MAPP, CRT | Apr 28, 2016 | Topics: Positive Psychology

+ ADD

1 WATCH 2 QUIZ 3 EVALUATE MATERIALS INCENTIVES

**ABOUT THIS COURSE**

Most wellness professionals struggle with how to integrate the tenets of positive psychology into workplace wellness. This course explores the psychological state of employees, which in turn insidiously influences their behaviors. Learn the five pillars of Positive Emotions, Engagement, Meaning and Accomplishment, research connecting each pillar to Positive Psychology expertise, and the missing link that determines success.

**EARN CEU ACCREDITATION**

Earn CEU credits by completing this course, then instantly accessible on your page.

CEU credits with this course

**IN THIS COURSE**

- ▶ Part 1. Introduction **01m**
  - ▶ [Introduction: Achieving Purposeful Health Promotion](#) 1m 12s
- ▶ Part 2. The Five Pillars **42m**
- ▶ Part 3. Conclusion **00m**

BACK TO TOP

Need More Support?  
Tools and  
Resources



# More Resources for Mental Health

Visit [welcoa.org/thinkhr](https://welcoa.org/thinkhr)

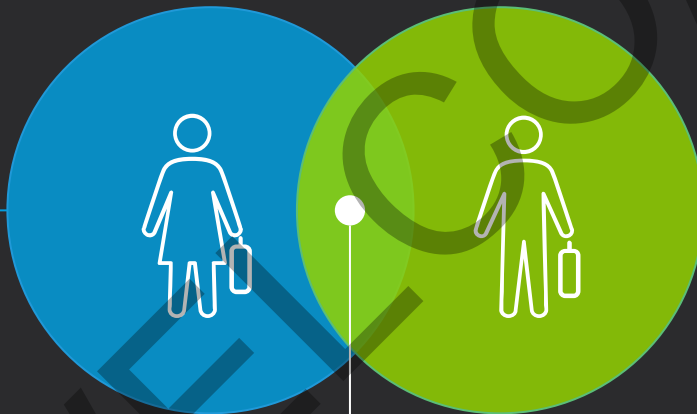
- » Mental Health in the Workplace Infographic
- » Mental Health Quick Guide (the 4 F's of Identifying & Managing Mental Health at Work)
- » Anyone who accesses these resources will receive a discount code for WELCOA Membership.



HELP PPL  
ACHIEVE THEIR  
Full Potential @  
Work

# Manage Your Investment in Your Employees

Employees are your  
#1 risk

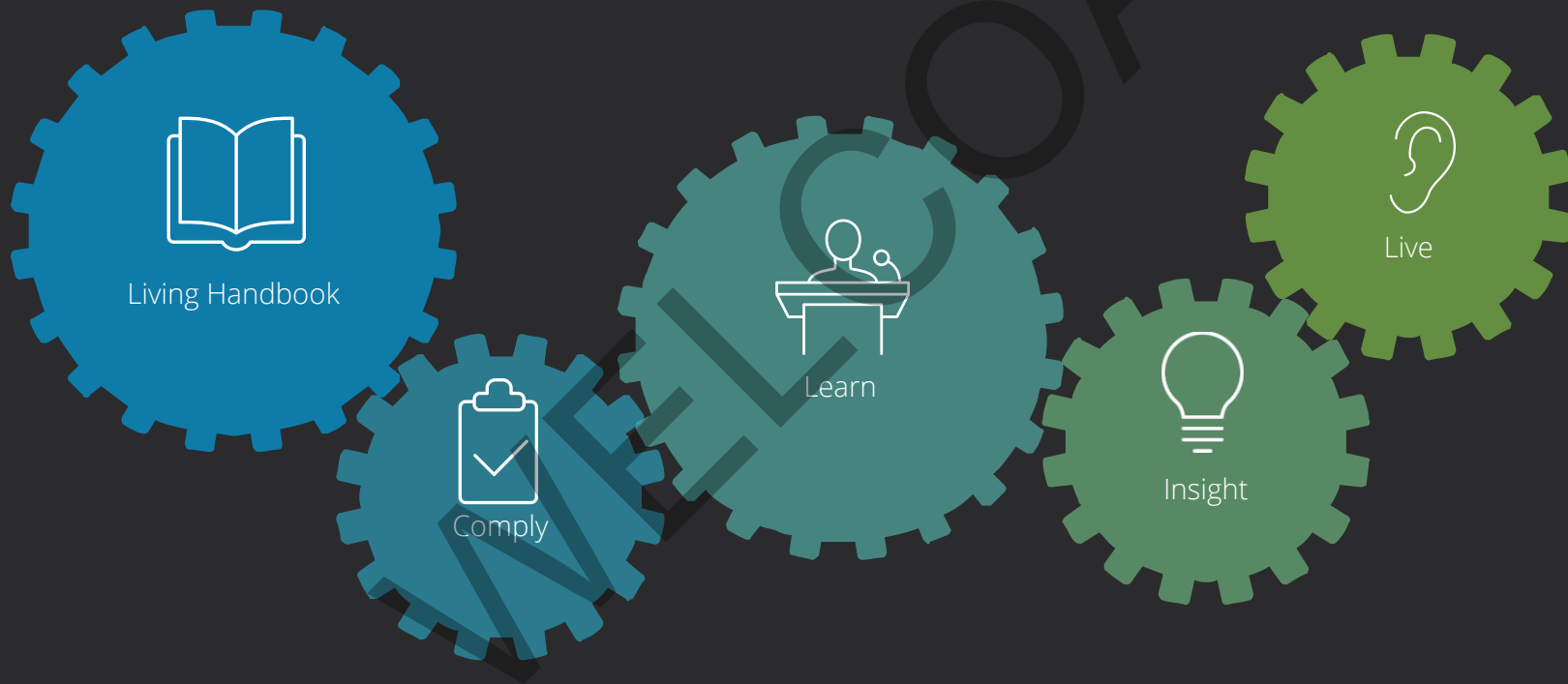


Employees are your  
#1 asset

People Risk  
Management

# People Risk Management from ThinkHR

*Suite of solutions*



[thinkhr.com/prm](http://thinkhr.com/prm)



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**Think.**<sup>HR</sup>  
with Mammoth