

The Power of Well-Being at Work:

Utilize Well-Being as a Catalyst for Organizational Success



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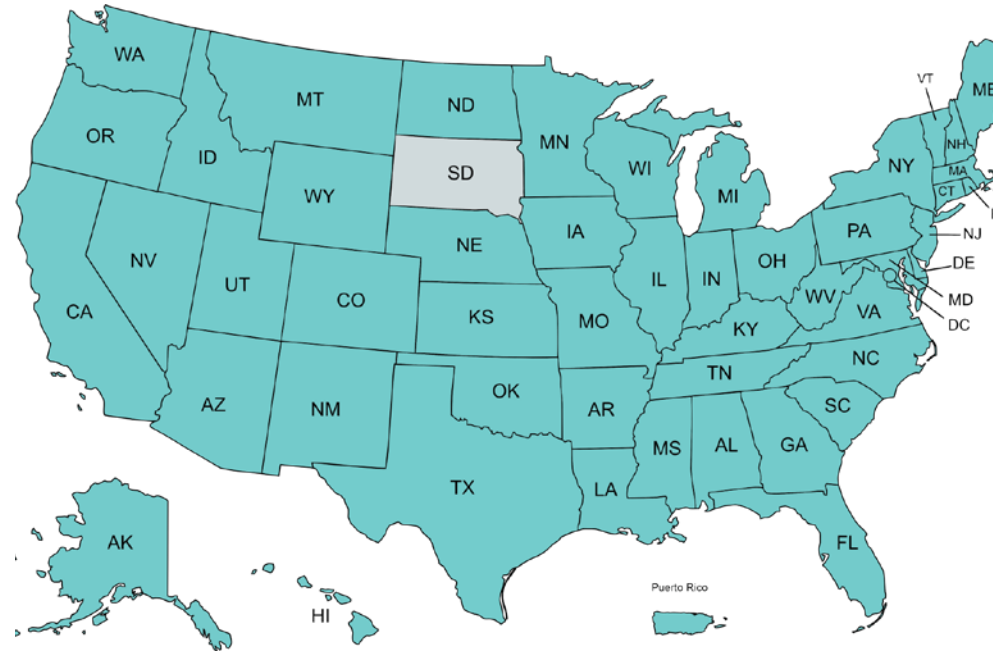
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Experience:

Improving Quality in the Face of Healthcare Reform

“Working to help organizations deliver the highest quality care possible, while improving the quality of life for those delivering the care!”



- ▶ MTM Services has delivered consultation to over 1,000 providers (MH/SA/DD/Residential) in 49 states, Washington DC, Puerto Rico, Canada and The Netherlands since 1995.
- ▶ Leading CCBHC set up and/or TA efforts in more than 35 states across the country since the program’s inception in 2014 (Statewide and Individual Centers).

What We'll Get From Our Time Together:

- Examine the latest trends in employee well-being programs
- Gain practical strategies to create a culture that prioritizes well-being
- Understand how to use well-being as a tool to enhance team collaboration and innovation
- Learn the most common barriers that keep our people from participating in our wellness initiatives and how to overcome them to get the most from your wellness program

Do employee wellness programs really work?

Whether employee wellness programs work depends on the study, and some say that they may not be as effective as employers might hope: [🔗](#)

Healthier behaviors

Some studies show that employees who participate in wellness programs report healthier behaviors, such as exercising more and managing their weight. [🔗](#)

Cost savings

Other studies show that wellness programs can reduce healthcare costs. For example, [Harvard Business Review found](#) that every dollar invested in an employee wellness program yielded \$6 in health care savings for the company. [🔗](#)

No improvement in health measures

However, some studies show that wellness programs don't improve health measures, such as blood sugar or glucose levels. [🔗](#)

No improvement in job performance

Some studies show that wellness programs don't improve job performance or how long employees stay at their jobs. [🔗](#)

No improvement in well-being

Other studies show that wellness programs don't improve employee well-being. For example, one study found that workers who participated in wellness programs were no better off than colleagues who did not. [🔗](#)

Root problems aren't addressed

Some say that mental wellness programs don't address the root problems in workplaces. [🔗](#)

PART IV: MENTAL HEALTH

Summary:

Factors Assessed:	Employee Health Score Before Coaching	Employee Health Score After Coaching
<u>1. Mental & Emotional Well-Being</u>	<u>67.7%</u>	<u>81.77%</u>
a. Self-rating	68.75%	81.25%
b. Emotional health	66.65%	82.30%
<u>2. Mindfulness Skills</u>	<u>56.25%</u>	<u>78.13%</u>
a. Coping skills	62.50%	75%
b. Self-awareness score	50%	81.25%
<u>3. Stress Management</u>	<u>47.39%</u>	<u>72.88%</u>
a. Resiliency score	56.25%	87.5%
b. Burnout score	43.75%	56.25%



Employee wellness is *not...*

- Employee Assistance Programs (EAP).
 - *Only 4% of staff use EAP's.*
 - *"...For staff who have professional and / or work-related problems."*
- Free quarterly lunch.
- A hot chocolate cart the last Wednesday of the month.
- Wearing jeans on Fridays.

Employee wellness is...

A **systematic approach** to providing staff with tailored & hands-on support that promote healthier, happier staff. These outcomes are **measured and tracked over time** to ensure success.

Clinicians who are well cared for are more likely to provide compassionate & effective care, improving patient outcomes & satisfaction.



How do you define well-being?

Lessons from the past

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Lessons from the past: *The “Oldtimers” ...*

- Had jobs that required them to be physically active: 71% of men and 61% of women report doing hard physical labor – their exercise came from their work.
- 62% worked outdoors.
- They lived in a time where there was little processed food.
- Almost none tried to go on a diet.
- They were deep sleepers and early risers, typically waking up at 6 a.m.
- Most described themselves as “cheery” people who take things as they come.
- They reported happy overall lives.
- They laughed a lot.
- 93% of men and 85% of women reported getting “*a great deal of satisfaction*” from their work. Most men and women reported having “*a great deal of fun*” at work, and prioritized family & friends when they were not working.

Fast forward to today: The Average American...

- Spends 95% of their time indoors
- Over 50% report getting poor sleep
- Eats one or more meals out each day
- Consumes about 57 pounds of added sugar each year
- Watches 33 hours of TV a week, or 4.7 hours a day
- Spends roughly two hours a day on social media



- The U.S. suicide rate is among the highest in wealthy nations.
- We spend 95% of our healthcare dollars on treating illness and less than 5% on staying well and preventing it.

Despite spending more on healthcare than any other nation, Americans are living shorter, unhealthier, unhappier lives compared to other developed nations.

-The Commonwealth Fund, 2022

How does this impact our field?

- 93% of behavioral health care workers have experienced burn out.

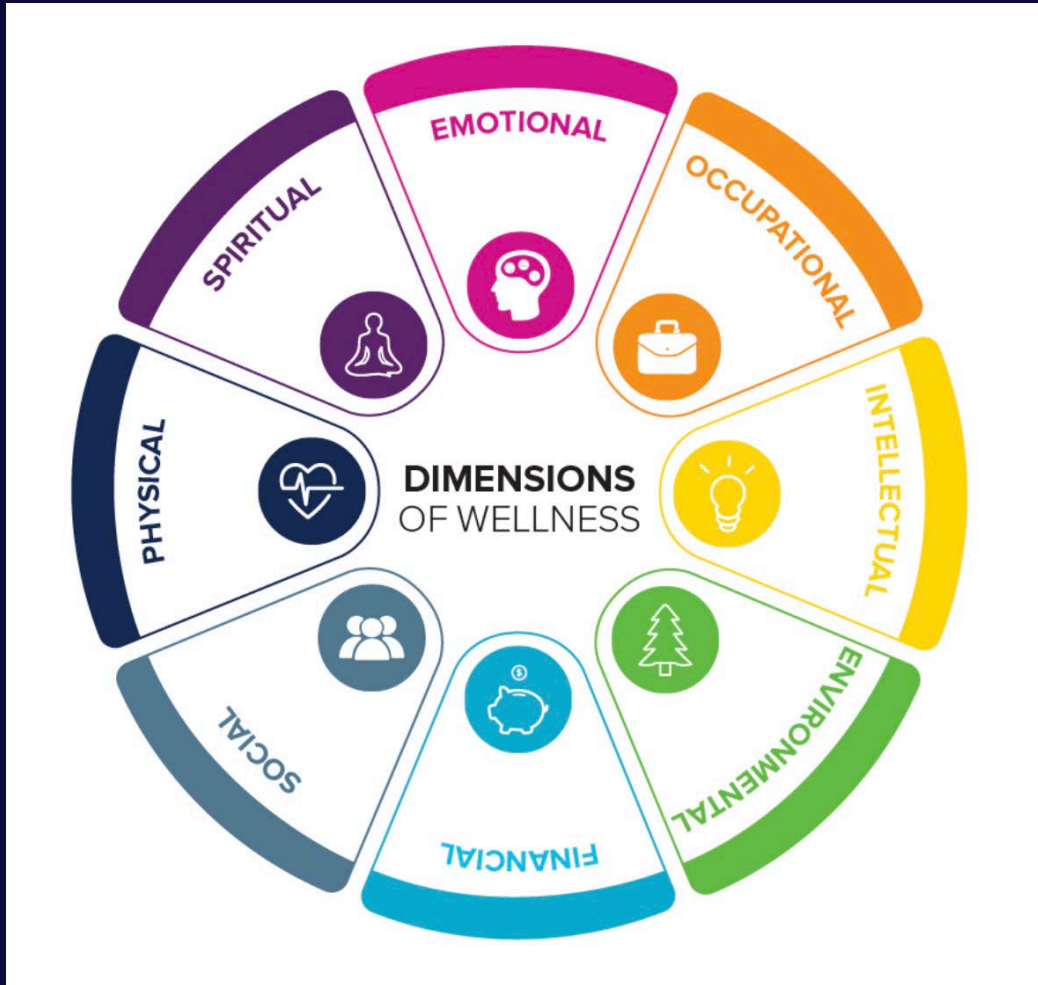


- 82% report emotional exhaustion.
- 70% report trouble sleeping.
- 68% report physical exhaustion.
- 63% report work-related dread.
- And over half report physical health symptoms & compassion fatigue.



Let's learn...

Practical strategies to create a culture of well-being.



Strategies to boost physical, mental, & social well-being at work.

Boosting physical & mental well-being at work:

- The neurotransmitters released during exercise enhance **energy**, passion, interest & **MOTIVATION**.
- Need to **focus** on an important project? Do 30 minutes of aerobic activity first 😊

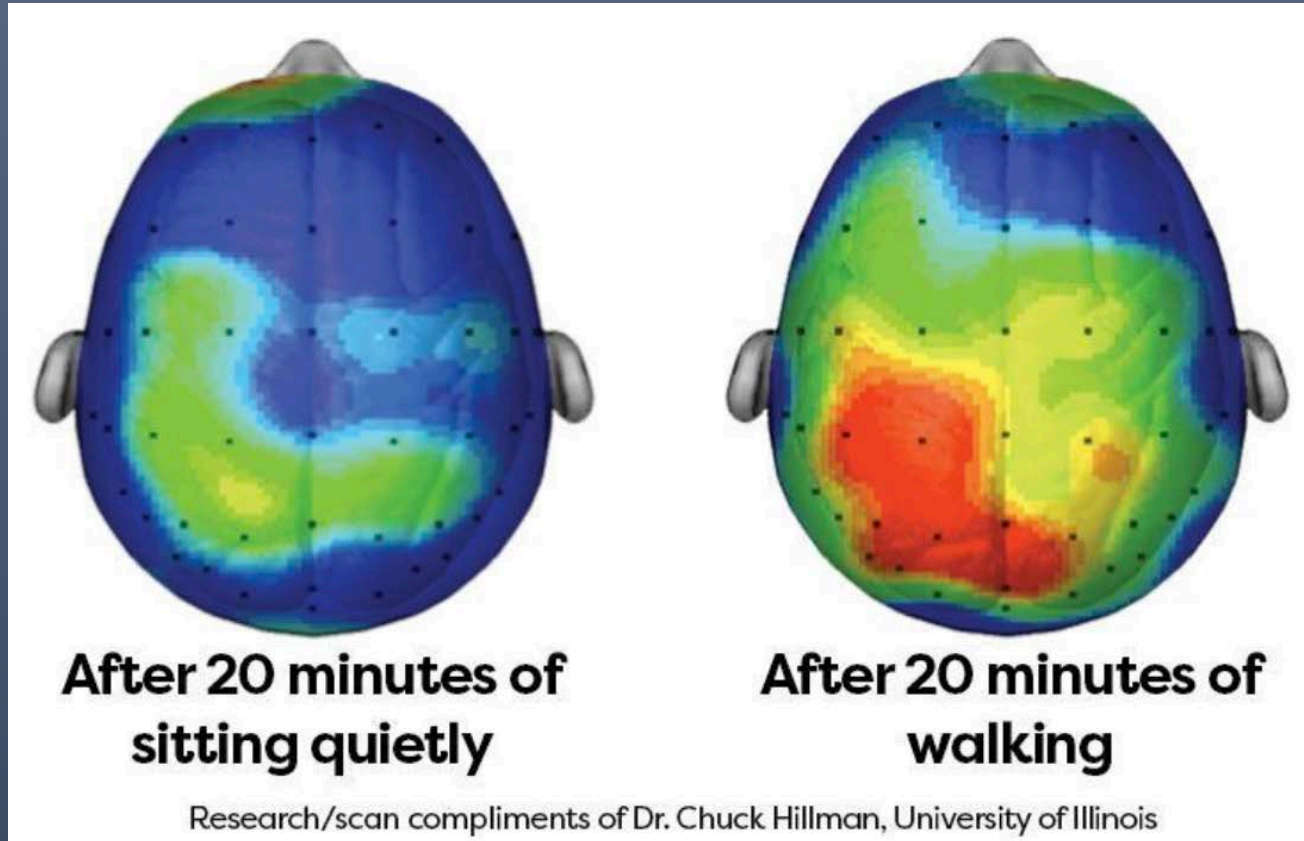


Movement boosts productivity

- People who take breaks to move are **more productive** and better able to handle their workloads.



Movement is one of the **#1 tools we have to fight depression!!!**



Every 50 minutes of weekly exercise correlated to a 50% drop in the odds of being depressed.

Just 15 minutes of fun exercise a day is the equivalent of taking an anti-depressant!

Movement induces extroversion

- Movement creates & grows neurocircuits used for thinking AND interacting.

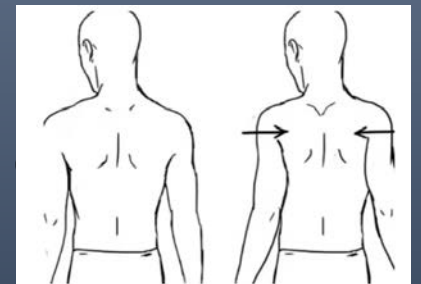
“The vigor and motivation that exercise induces helps establish and maintain social connections.”

- Dr. John Ratey, American physician & best-selling author



How To *Move More* While Working:

- Implement the 20-sit & 10-stand/walk ratio.
- Switch to walking meetings.
- Take walk breaks at lunch.
- Instill “*movement nudges.*”
- Virtual exercise classes.
- 5 squats a day challenge.
- Habit stack: *Every time you get up to use the restroom, do 2 desk push-ups.*
- Gift friends / co-workers gift cards to activewear brand.
- Step challenges with co-workers.
- Simple movement at the desk: arm circles, shoulder retraction,



Boosting Social Well-Being at Work:

True Or False:

Communing with a stranger can make us as happy as communing with a loved one.

Boosting Social Well-Being at Work:

True Or False:

We are much more productive & deliver far better results if we have a best friend at work.

Social Health: Friendships At Work...

Friendships at work...

- Increase speed and efficiency
- Are associated with higher rates of employee happiness = ↑ retention and productivity.
- **Almost ALL forms of social time boost mood.**



Enhancing Social Well-Being

Even short interactions can have a *transformative effect* on our life and sense of well-being. Brief moments are central to our emotional experience.



Well-recognized employees are more likely to be thriving in work and life.

% OF EMPLOYEES WHO STRONGLY AGREE WITH THE FOLLOWING STATEMENTS, BY LEVEL OF RECOGNITION RECEIVED.

Recognition Level: ■ Great ■ Inconsistent ■ Poor



Source: Report Gallup® and Workhuman® From "Thank You" to Thriving- 2023

What Does This Do?

This made my day 😊

Go Kailyn!!! I can give a high five on that one too... She's so good at what she does and loves it too!

Whoop Whoop! 🙌 Thank you so much! I do my best!

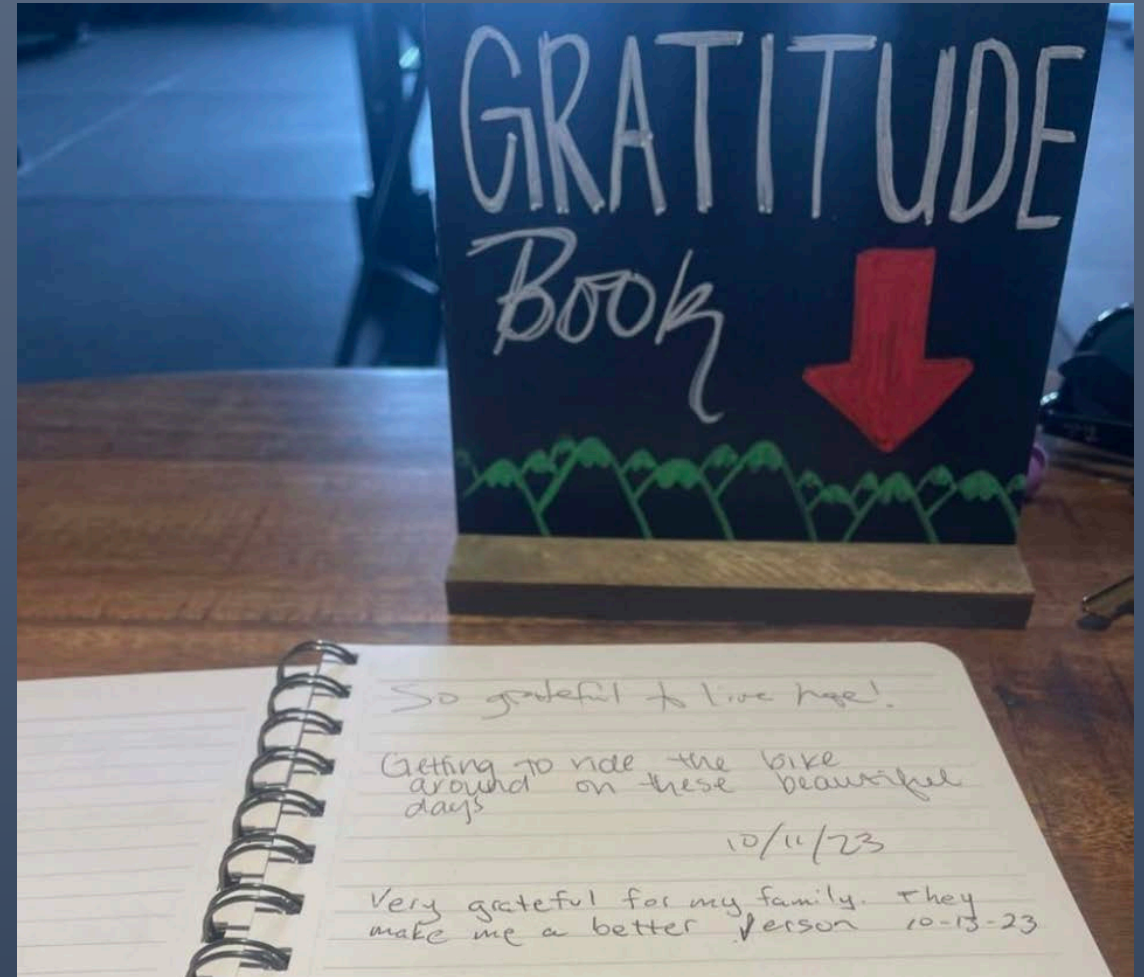
I definitely want to second that one!!!!!! That is so true.

The shout out's are especially encouraging.

Thanks, Leighanne! Would it be possible for your to send my **shout out** to me? I want to put it somewhere I can see it to remind me that I am appreciated.

Applying Tools to Enhance Social Well-Being At Work:

- Kudos Box
- *Catch Someone Doing Something Right Jar*
- Group Gratitude Journal
- Peer Reward System:
 “Who here helped you succeed the most this month?”
- Virtual Shout Outs
- Assure staff is receiving meaningful feedback *at least* once a week.



Spark Your Meetings With Connection By Asking...

1. What does success look like for you this month?
2. Are there ways you can think of that you would like to make an EVEN bigger difference?
3. What are top priorities right now? What can we do to help?
4. What are you most proud of (in the last three months)?
5. What did you learn this past month?
6. How do you prefer to be acknowledged for your work?
7. What is keeping you motivated?
8. What can I do to help you be successful?
9. Do you see the impact that you are having? If not, what can we do to change that?
10. What strength of yours do you get to use most frequently at work?

“The wise man doesn’t give the right answers,
he poses the right questions.”

- Claude Levi-Strauss

When we intentionally prioritize connection meaningfully & on purpose...

It's a much more sustainable way to build and connect as a team.

This is the best thing that **Comcare** can do for staff so that staff has a safe place to grow and develop.

thank you so much **COMCARE** for allowing this and THANK YOU LEIGHANNE for facilitating this group and

Why is staff not participating in our initiatives?

Learn the most common barriers that keep our people from participating in our wellness programs & initiatives and how to overcome them.

Participation may be low because...

- #1: Staff questioning the motive of the service being offered.
- #2: Staff questioning if they can truly benefit from the service being offered.
- #3: Low feelings of self-efficacy.
- #4: Lack of follow-up: Employees may only continue participating if they receive follow up support.
- #5: Employees feel as though they don't have the time.
- #6: Lack of communication: Employees don't know the details of the program or have not seen buy-in from leadership.

Overcoming Barriers To Participation:

Barrier #1 and #2: Staff questioning (1) motive of the program & (2) if they can truly benefit from the service being offered.

- Involve staff in decision making.
 - *Employees who strongly agree that their voice is heard at work are 4.6 times more likely to feel empowered to perform their best work!*

Q25 - You are taking the HC-3 assessment because your organization wants to learn more about how they can best support you. Which of the below support modalities would you benefit most from / partake in if given the opportunity? You can check more than one if you would like.

Field	Choice Count
Virtual movement (simple workout) classes.	28
Team coaching sessions to build team morale & use group accountability to reach personal goals.	26
Virtual meditation classes.	17
A peer-to-peer mentorship system.	17
Education, inspiration, support, & accountability on building & maintaining healthy habits.	36
None of the above / I don't need any additional support.	18
Workplace focus groups so my voice can be heard.	19
Strengths assessment & education on playing to my strengths to create a flourishing life.	22
Workplace ergonomic training (setting up your workstation to prevent workplace injury).	0

In order to increase participation rates, creative approaches to meeting employees' needs are required. Previous research shows that by addressing employee preferences and perceived barriers, the likelihood of achieving and maintaining better health and well-being will be significantly increased [[17](#)]. This information can be obtained prior to the start of the program by distributing a needs and interest survey to all employees and would ensure that the topics presented were relevant and appropriate for the intended audience.

Overcoming Barriers To Participation:

Barrier #3: Low feelings of self-efficacy.

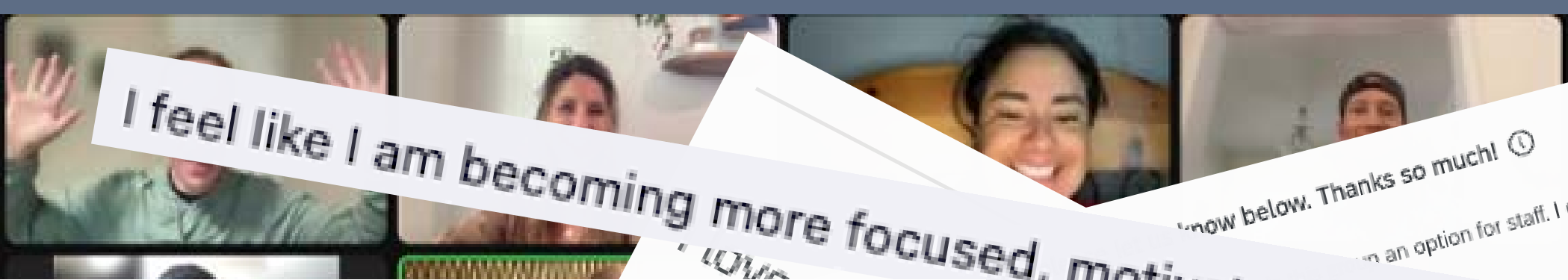
- Give employees autonomy, or the choice to participate, while sharing the benefits (you'll leave feeling more energetic, with more knowledge & inspiration on how to care for yourself in a care-taking profession, etc.).
- Offer services that boost self – efficacy: Physical activity classes.

Results: The mean age of REG was 23.34 ± 3.67 years and SG was 22.66 ± 2.67 years. It was found statistically significant differences in terms of self-efficacy, self-esteem and body awareness between groups and the results of participants who were doing exercise regularly were much better than sedentary ones ($P < 0.001$).

Overcoming Barriers To Participation:

Barrier #4 - #6: Lack of follow-up, time, & communication.

- Organizations need experts.
- Give flexible options (*LIVE* personalized sessions AND recorded sessions).
- Incorporate wellness sessions into the workday, with plenty of heads up, and therefore into your culture.
- When leadership participates AND promotes the program, participation rates are substantially higher.



I feel like I am becoming more focused, motivated and goal oriented,

know below. Thanks so much!

an option for staff. I do feel that focus on self-care,

I feel so much joy completing today getting to know the strengths for myself and our staff and ways we can put them all to good practice and use! I am excited to see what this is going to do for **[REDACTED]**

This may be totally unprofessional of me to gush about , but I can't express how much needed your wisdom is for our staff as well as myself!!! I am not going to lie, I was hesitant that the meeting would have wasted my time whenever I first was told about it(I am so embarrassed to admit that), BUT not even a few minutes into the meeting you completely changed my mind.

If you have any additional

I would HIGHLY recommend this for any **[REDACTED]** employee

being cultivated.

we need more workshop like this

It was a great program. It makes me feel like my manager and **[REDACTED]** truly care

Thank you Leighanne, it was extremely usefull, I wish we had more opportunities like that!

Investing in the well-being of our employees is no longer considered a “nice perk” in successful organizations...

It's a must.

93% of employees now say that their well-being is *equally as important* to them as their salary.

What now?

- Throw your email in the chat box to be enrolled in my bi-weekly newsletter series.
- If you want *all* of this done for you...We are launching our brand *NEW* annual wellness subscription service!

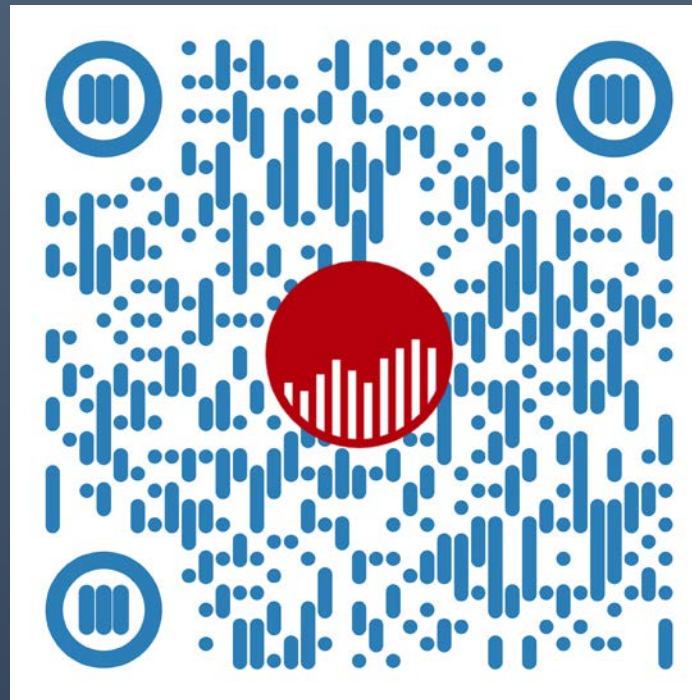
365 Wellness for your employees 😊

Leighanne.Gerstbrein@mtmservices.org

Do you use the DLA-20?

Exciting news!

- Want to bring wellness to your staff but are not sure if you can afford a wellness program?
- Instill tools & knowledge for your staff that can serve them & their consumers a lifetime.



Questions?

Thank you for coming!

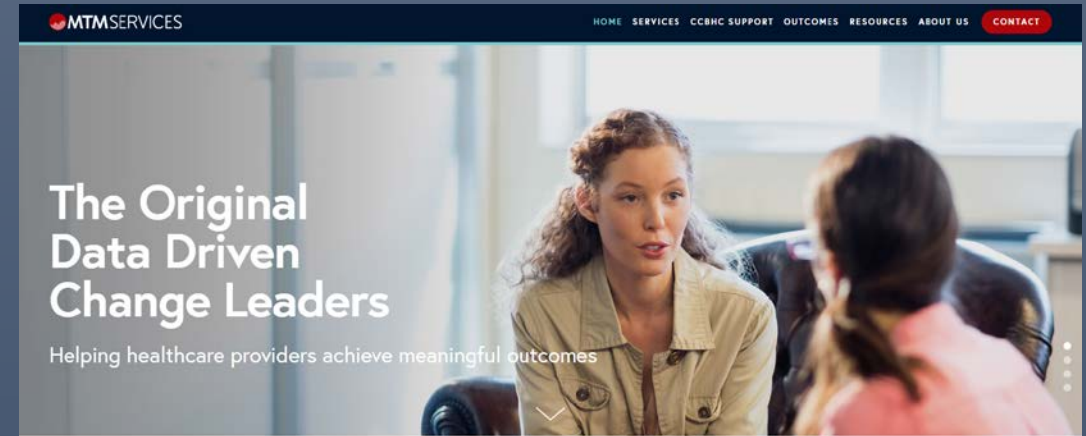
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365 Wellness for your employees 😊

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Thank You!

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See our outcomes, resources and more...

www.mtmservices.org