Workplace Wellness
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Employee Assistance/Employee Wellness
Agenda

The Technique Bank
Wellness Now
Nature vs. Nurture
Leaving Healthier
Take Away
Closing
The Technique Bank
Annual Costs from Absenteeism and Presenteeism

In Billions

Condition

- Injuries
- Stress
- Hypertension
- Cancers
- Mental disorders
- Fatigue
- Smoking
- Alcohol
- Pain
- Diabetes
- Obesity
- Migrain
- Lack of sleep
Employee Perspective

- Half of Americans live with one or more chronic disease
- More than 1/3 of adults in America are obese
- Less than half of Americans get enough exercise
- Physical/emotional illness limits an employee’s earning potential.
- Cost sharing strategies: employees are paying more out of pocket on health care expenses.
Nature Vs. Nurture
23.5 Hours

OBESITY + NO EXER
Table Talk (5 minutes)

- Choose a scribe: Longest tenure at ASU.
- Choose a runner: Newest member to ASU family.

- Work as a team, to come up with as many activities as possible that an employee can engage in during their tenure with ASU so that they can leave work healthier than when they got there.

- Keep in mind multi dimensional aspects of workplace wellness including physical, emotional, occupational, social, environmental, financial, quality of life etc…

- Place each idea on a Post it, and add to the board.
The Fun Theory
Bringing it Home

- How can we incorporate workplace wellness into part of our individual and departmental culture?

- What can we do to improve our engagement wellness in our units?
IDEAS

- Know your Numbers
- Attend a screening
- Get a Flu shot
- Find a buddy
- Join a group
- Start a walking group
- “Ban” junk food from departmental meetings
- Request a Sit to Stand desk
- Take a walk
- Listen to a guided imagery
- Have healthy food available
- Socialize! (water cooler)
- Walking meetings
- Stand on the phone

- Identify a departmental wellness goal
- Engage in a wellness challenge at work
- Get outside
- Host a standing meeting
- Attend a training
- Adjust your chair ergonomically
- Sponsor a wellness event in your area
- Get a massage
- Quit smoking
Resources

- ASU Wellness Support Resources:
  - Employee Assistance/Employee Wellness
  - Recreations Centers
  - Health centers
  - Vacation/Sick time
  - Tuition Reimbursement
  - Insurance Benefits/Well Visits
  - Professional Development Policy
  - Your Colleagues!

- Online Tools:
  - Ergonomic self assessments [https://cfo.asu.edu/ergonomics-office-posture](https://cfo.asu.edu/ergonomics-office-posture)
Resources

- **Books**
  - Full Catastrophe Living by Jon Kabat-Zinn
  - Wherever You Go, There You Are Mindfulness Meditation in Everyday Life by Jon Kabat-Zinn
  - The Zen of Eating: Ancient Answers to Modern Weight Problems by Ronna Kabatznick
  - Coming to Our Senses Healing Ourselves and the World Through Mindfulness by Jon Kabat-Zinn
- *There is likely an app for that too!*
- **Mindfulness breaks**
  - [http://www.mindfulnesshealth.com/audio_files](http://www.mindfulnesshealth.com/audio_files)
  - [http://health.ucsd.edu/specialties/psych/mindfulness/mbsr/audio.htm](http://health.ucsd.edu/specialties/psych/mindfulness/mbsr/audio.htm)
THANK YOU!!!

And be Well