Building a Culture of Well-Being

Our employee wellness program promotes and supports the health, safety, and well-being of our employees. We are in the perfect position to create a wellness culture that encourages healthy habits and fosters an environment of support. An important component of any wellness program is to create an effective social support system that allows employees to encourage one another to achieve their goals together. Listed below are several suggested social support ideas that can impact our wellness program:

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| **Leaders and** **Wellness Champions** | * Ensure that all employees have access to the program
* Establish policies that support employee health and well-being
* Set reasonable health goals for your program
* Designate “wellness champions” to guide your program
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| **Establish a healthy physical environment** | * Improve access to healthier meals and snacks in the workplace
* Encourage use of staircases instead of elevators
* Create walking trails in and outside buildings
* Encourage employees to participate in “active” meetings and “active” breaks
* Promote the use of public transportation
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| **Organizing activities that address common health concerns**  | * Assess your employees’ health and design a worksite health and wellness program that addresses the most prominent health risk factors
* Conduct on-site physical activity classes
* Schedule on-site health education sessions to target your company’s identified health risks
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| **Promote team-oriented wellness programs** | * Host wellness events that encourage teamwork and engage employees in health behavior change
* Publicize your team and individual program activities
* Develop individual and team incentives
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| **Encourage employees to seek support from their families** | * Encourage employees to share program materials and messages with their family members
* Host family events, where employees and families can have fun being healthy
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| **Create an online identity for your wellness program** | * Invite employees to use online tools like Facebook, Twitter, or other social networking media to promote your program
* Create an online list of links to community resources
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| **Sustaining your wellness program** | * Have the wellness ambassadors promote the program in their offices or divisions.
* Establish a Wellness Committee.
* Develop a comprehensive program that addresses employee health risks
* Keep your program “fresh” so employees stay interested
* Support employee health behaviors
* Provide resources and tools that build employee engagement
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