

# WORKPLACE WELLNESS

## What is Workplace Wellness?

Workplace wellness refers to an activity or organizational policy that is meant to encourage healthy behavior among employees to address physical, mental, emotional, and professional outcomes.<sup>1</sup>

## Why is Workplace Wellness Important?

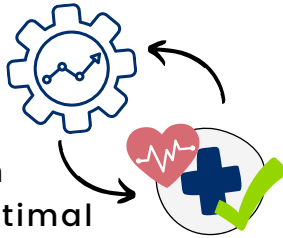


Healthy employees are more productive, more creative, and more innovative. Research shows that workplace wellness programs can decrease absenteeism, stress levels, health insurance premiums, workers' compensation, and potential legal costs. Having a healthy workplace also increases productivity, improves morale, and improves long-term retention.<sup>2</sup> Thus, wellness and good health for employees is important for the health of the employee, health of the business, and health of the community.

## Ways to Promote Workplace Wellness

### Positive Reinforcement on Health and Productivity

The Centers for Disease Control and Prevention explains that a person in good health will have optimal performance in the workplace. The same relationship exists inversely; a healthy employee will exhibit a higher quality of life and less health issues.<sup>3</sup>



### Consider Health-Oriented Programs

Wellness programs cover many topics but mainly focus on healthy decision making regarding nutrition, exercise, stress management, and flexible work hours.



### Recognition

Public recognition of a job well done can boost morale and further improve employee engagement. Providing consistent feedback on employee performance can increase job satisfaction and strengthen an employee's intention to remain in their job.<sup>4</sup>



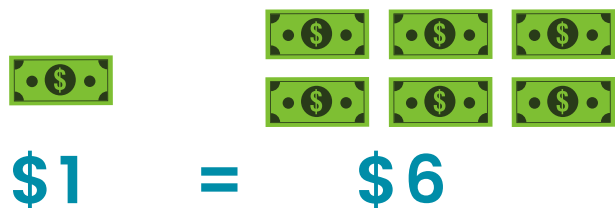
### Offer Opportunities for Growth

Giving employees time and space to participate in leadership training, online assessments, and learning modules are examples of providing opportunities for growth. These activities can increase engagement and improve productivity.



# Workplace Wellness is an Investment

A Harvard study indicated that for every \$1 spent on a workplace wellness program, there was a return on investment (ROI) of \$6.<sup>5</sup>



Similar results were found in a 2021 study indicating that employers who had a workplace wellness program reported less absenteeism, less turnover, and an increased ROI.<sup>6</sup>

## Resources

One way to increase employee engagement and optimize workplace performance would be to take a needs assessment. With the results provided, employers can develop a plan to improve weaknesses and elevate strengths.



Visit the link below for HARC, Inc. services on workplace wellness!  
<https://HARCdata.org/consulting-services/workplace-wellness-services/>

### Sources:

1. Global Wellness Institute. Definition of Workplace Wellness. <https://globalwellnessinstitute.org/wellnessevidence/workplace-wellness/>
2. Centers for Disease Control and Prevention. <https://www.cdc.gov/physicalactivity/activepeoplehealthynation/everyone-can-be-involved/employers.html>
3. Centers for Disease Control and Prevention. <https://www.cdc.gov/workplacehealthpromotion/initiatives/resource-center/case-studies/engage-employees-health-wellness.html>
4. Gallup. What Is Employee Engagement and How Do You Improve It? <https://www.gallup.com/workplace/285674/improve-employee-engagement-workplace.aspx#ite-285782>
5. Harvard Business Review. (2010). <https://hbr.org/2010/12/whats-the-hard-return-on-employee-wellness-programs>
6. Basińska-Zych, A., & Springer, A. (2021). Organizational and Individual Outcomes of Health Promotion Strategies—A Review of Empirical Research. *International journal of environmental research and public health*, 18(2), 383.

# We're All In this Together - Navigating Through Changing Times



## 2022 Workplace Wellness Symposium

JUNE 24, 2022  
10:00AM - 12:00PM

### Learn more about:

- Unlocking an opportunity in diversity, equity and inclusion in today's workplace
- Practical solutions for negotiating work-life balance at the workplace and at home
- Building a resilient and happy team

### Who should attend:

- Business owners
- Managers
- Staff
- Anyone who cares about employee health and wellness!

**REGISTER NOW**

Thanks to our titanium sponsor [Desert Oasis Healthcare](#), there is no cost to attend this event!

<https://2022-workplace-wellness-symposium.eventbrite.com>

First 50 people to register will be mailed a goodie bag with swag from HARC and sponsors!

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